

THE LABOUR GAZETTE

NE 1953
LIII No. 6

IN THIS ISSUE:

Standard Work Week
in Canadian
Manufacturing, 1952

Salaries of Office
Workers in
Manufacturing, 1952

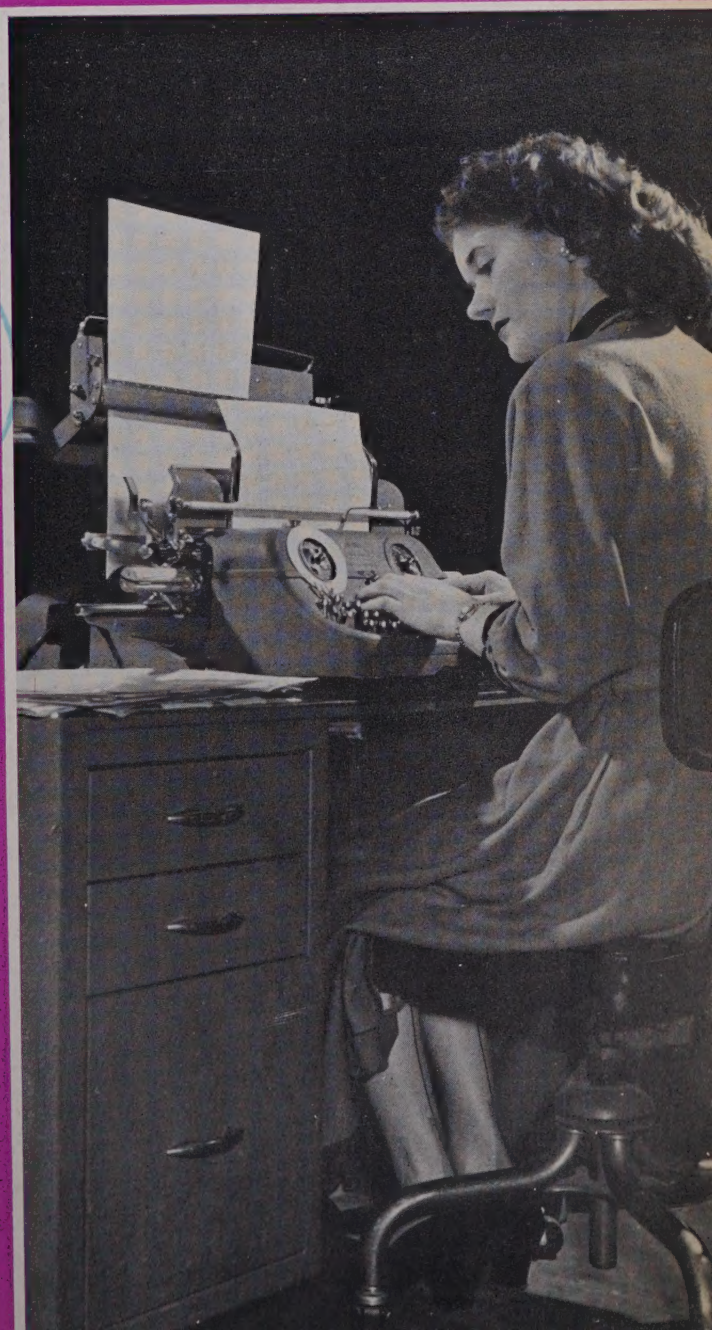
Industrial Relations
Conferences at
McGill and Laval

Fatal Industrial
Accidents, 1952



Published Monthly
by the

DEPARTMENT
OF LABOUR
OTTAWA



THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

Harry J. Walker

Assistant Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Circulation Manager

C. E. St. George

Vol. LIII, No. 6

CONTENTS

JUNE, 1953

Current Manpower and Labour Relations Review.....	793
Notes of Current Interest.....	809
Extracts from Hansard of Interest to Labour.....	817
Standard Work Week in Canadian Manufacturing, 1952....	838
Salaries of Office Workers in Manufacturing, 1952.....	846
McGill University's Industrial Relations Conference.....	849
Laval University's Industrial Relations Convention.....	859
Fatal Industrial Accidents, 1952.....	863
Meeting of Apprenticeship Training Advisory Committee...	865
International Labour Organization: 36th ILO Conference Begins.....	869
Teamwork in Industry.....	871
Industrial Relations and Conciliation: Proceedings before Canada Labour Relations Board.....	872
Conciliation Proceedings before Minister of Labour....	873
Collective Agreements and Wage Schedules: Recent Collective Agreements.....	879
Collective Agreement Act, Quebec.....	884
Labour Law: Labour Legislation in Northwest and Yukon Territories...	887
Legal Decisions Affecting Labour.....	895
Recent Regulations under Provincial Legislation.....	899
Unemployment Insurance: Monthly Report on Operations.....	906
Decisions of the Umpire.....	907
Labour Conditions in Federal Government Contracts.....	909
Prices and the Cost of Living.....	912
Strikes and Lockouts.....	914
Publications Recently Received in Department's Library...	915
Labour Statistics.....	920

SUBSCRIPTIONS—Canada: \$1.50 per year, single copies 25 cents each, students, \$1 per year; all other countries: \$3 per year, single copies 25 cents each; special offer to trade unionists: 5 or more annual subscriptions, 50 cents per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to Circulation Manager, Department of Labour, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

RAPID expansion of agricultural and construction activity in most regions again dominated the Canadian manpower picture during May. Sizeable increases in employment also occurred in other seasonal activities such as fishing and resource exploration, while in most manufacturing industries, employment continued to increase to meet the demands of consumers, defence work and general resource development. Activity in the trade and service industries was likewise expanding as employers hired staff to meet the continuing high levels of retail sales and the opening of the tourist season.

These gains in economic activity are reflected in changes in supply and demand of labour. During the month, a sharp increase occurred in the size of the civilian labour force, accompanied by an increase in full-time employment. As might be expected, labour surpluses rapidly disappeared. By the first of June only about 21 per cent of all paid workers were in areas classified as labour surplus areas, compared with 44 per cent at the beginning of May and 25 per cent in June of last year. The number of areas with either labour shortages or large surpluses was significantly lower than at the same time last year. In most areas, labour demand and supply were in approximate balance.

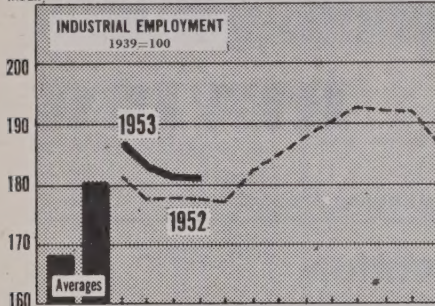
The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that for the week ending May 16, 1953, there were 5,321,000 persons in the civilian labour force, an increase of 80,000 from the week ending April 18. Of this total, 4,720,000 were at work for 35 hours or more during the week, an increase of 75,000 from April 18; 388,000 were at work for fewer than 35 hours, an increase of 92,000; 99,000 had jobs but were not at work, a decrease of 46,000; and 114,000 were without jobs and seeking work, a decrease of 51,000.

Of the 388,000 working fewer than 35 hours during the week, about 211,000 were reported as usually working part time. Of the remaining 177,000, about 25,000 were employed on a short-time basis, the same number as in the previous month, and about 20,000 were away because of bad weather. The most noticeable changes were in the number on

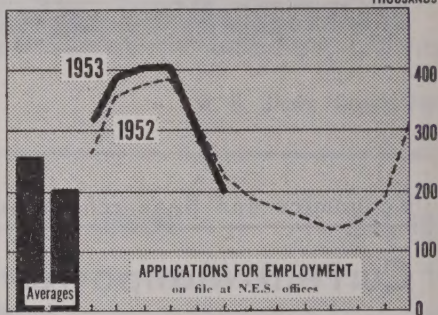
A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS

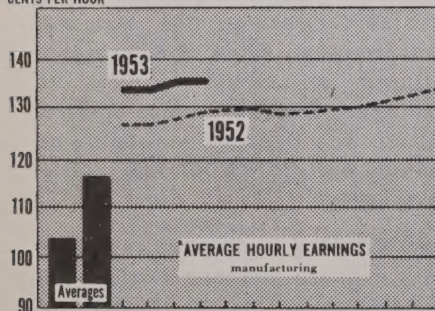
INDEX



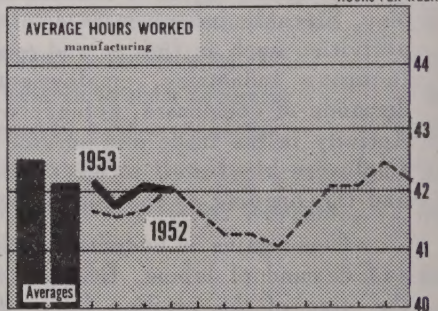
THOUSANDS



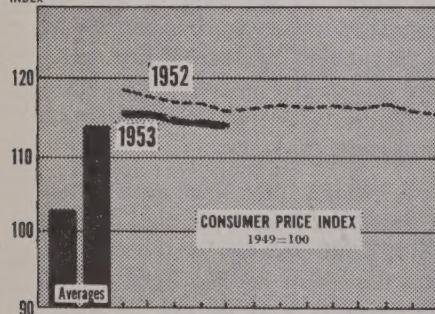
CENTS PER HOUR



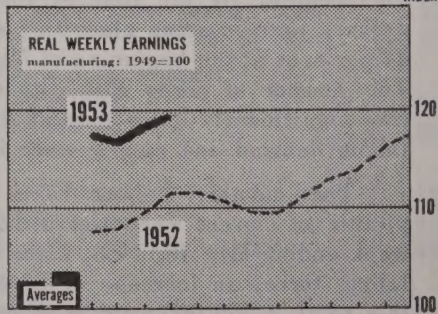
HOURS PER WEEK



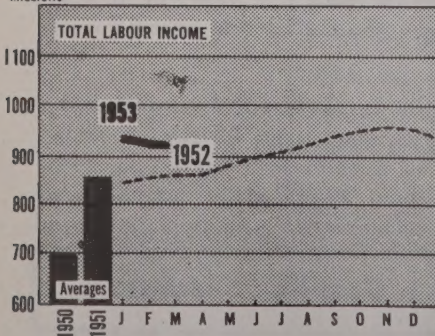
INDEX



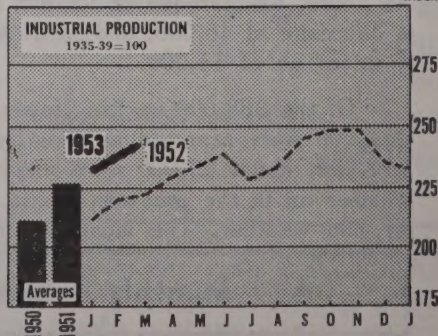
INDEX



MILLIONS



INDEX



vacations, which accounted for 24,000 persons, and in the 73,000 included in the miscellaneous category as a result of the observance of Ascension Thursday on May 14.

Of the 99,000 who had jobs but did not work at all during the survey week, illness (54,000) was the most important reason for their absence from work. Another 11,000 persons were laid off for the full week, a decrease of 16,000 from April 18, and 20,000 were away because of vacations.

It was estimated that 114,000 persons were without jobs and seeking work during the survey week. Another 10,000 worked during the survey week but were also actively seeking other work, making a total of 124,000 persons actively seeking work during the week ending May 16, 1953. This is a drop of about 52,000 or 30 per cent from the previous month.

Supplementary information with respect to regional patterns is available from data on registrations for employment collected at local National Employment Service Offices. Between April 16 and May 14, applications on file decreased by 130,000 to a total of 242,003, a drop of about 35 per cent from the previous month.

The largest decline during the month occurred in Quebec, where the decrease of 50,600 was sufficient to bring the total for May 14 (92,118) slightly below last year's level. In the Atlantic region, there was a drop of 21,200 from the previous month, but the latest total (38,409) was still moderately above last year's.

The Ontario region recorded a drop in applications of 25,300 from April 16 to May 14. The total at May 14 (53,297) was about 20,100 below the figure recorded a year earlier. A decline of 20,000 occurred over the month in the Prairie region but the latest total (28,601) was still moderately higher than last year. In the Pacific region, there was a decline of 13,400, bringing the total (29,578) to about the same figure last year.

The durable goods industries continued to set the pace in manufacturing, with significant gains over last year. The transportation equipment industries group increased employment by about 2.5 per cent during March, bringing employment at the April 1 to levels more than 18 per cent higher than at the same time in 1952. Similar gains were apparent in the case of electrical apparatus, where April employment levels were more than 15 per cent higher than last spring.

Expanding construction activity in most regions was stimulating activity in manufacturing. Employment in the non-metallic mineral products industry, for example, was 6 per cent higher at April 1 than a year earlier. In construction itself, 52,626 dwelling units were under construction at April 30, nearly 35 per cent more than last year.

In the trade and service industry, employment at April 1 was nearly 5 per cent higher than in 1952, reflecting much higher (8 per cent) year-to-year levels of retail trade. Employment gains in this sector, while not nearly as large as the much higher percentage gains noted above, are still important in view of the much larger numbers of persons employed in these tertiary industries.

Labour—Management Relations

SIGNIFICANT developments occurred during late May and early June in labour-management negotiations that have been in progress in important parts of Canadian industry over the past few months. Settlements were reached in various parts of the country in construction, shipping, communications and some of the manufacturing industries. Conciliation board reports were published for the coal-mining industry, both in eastern and western Canada.

Negotiations so far this year have been accompanied by strike activity well below the average for the post-war years. For the first five months of 1953, preliminary figures show 69 strikes and lockouts involving 14,600 workers, with a time loss of 153,000 days. In the post-war period, the average number of strikes for the first five months of the year has been 82, the average number of workers involved 34,000, and the average time loss 545,650 days. None of the strikes in 1953 has involved a large number of workers over an extended period of time.

Wage Changes in Selected Collective Agreements*

(Bargained during first five months of 1953)

Amount of Increase per Hour	Number of Agreements	Number of Workers Covered
No change	10	2,900
0—4.9 cents	13	24,600
5—9.9 cents	28	29,400
10—14.9 cents	22	9,000
15—19.9 cents	8	6,300
20—24.9 cents	3	100
25 cents and over	3	1,500
Total	87	74,800

* For purpose of analysis, the Economics and Research Branch maintains a selected sample of 1,000 of the approximately 6,000 agreements in Canada. The above table is based on 87 agreements from this sample, bargained during the first five months of 1953 and forwarded to the Branch.

Wage Changes. Some figures on the trend in wage increases currently being achieved are given in the accompanying table. Based on a sample of agreements signed since January 1, the table shows that about 70 per cent of the workers covered received increases of less than 10 cents an hour. Most of the agreements providing 10 cents or more applied to comparatively small groups of workers, the principal exception being a number of settlements in the railway industry reached early in the year.

More than a quarter of the agreements provide for a reduction in weekly hours of work. Most also provide for various improvements in "fringe" benefits.

Current Negotiations. Collective agreements have now been signed in a number of urban centres

for the construction industry. Wage increases so far this year are largely within the range of five to ten cents an hour, although a few exceed ten cents. Among recent settlements, Montreal building trades workers received an arbitration award of five cents an hour with a further five cents next November. Vancouver construction workers settled for a 7-cent increase for journeymen and a 5-cent increase for labourers. At the time of writing, negotiations were still in conciliation at Toronto for all building trades except painters and labourers, who have already

accepted an immediate 5-cent increase, to be followed by a similar increase of five cents on October 1, 1953.

Two conciliation board reports have been made public, dealing with disputes between Nova Scotia and western Canada coal operators and their workers, represented in each case by the United Mine Workers of America. Both reports recommended no wage increases. A majority report affecting about 7,000 coal miners in southern Alberta and British Columbia rejected any wage increase but recommended an increase of five cents to the operators' present contribution to the Miners' Welfare Fund of 15 cents per ton of coal mined, and also other fringe benefits such as free lamps and washing facilities. An agreement was reached following this conciliation report, which, however, was rejected in a vote by the union members. It is reported that the annual vacation clause in the proposed agreement was the main reason for rejection. At present, the workers receive two weeks' annual vacation with full straight-time pay, while the proposed agreement provides two weeks' vacation with pay at the rate of four per cent of annual earnings. Union members in the province of Alberta were to vote shortly in a provincially supervised plebiscite on the acceptance or rejection of the agreement.

The conciliation board dealing with the dispute between District 26 of the United Mine Workers and the Dominion Steel and Coal Corporation in Nova Scotia recommended, in a majority report, that the union waive its demand for wage increases and other benefits for the 10,000 workers it represents and that the company drop its list of counter-demands. In an effort to reduce absenteeism, the board chairman proposed, in a separate statement, the establishment of a bonus plan based on the number of days worked in a year.

The Bell Telephone Company of Canada recently negotiated contracts with the Canadian Telephone Employees' Association and the Traffic Employees' Association. These agreements, covering 25,000 employees in various centres in Ontario and Quebec, provide for wage increases of from \$1.50 to \$2.50 a week for skilled workers and from \$4.00 to \$13.00 a month for office workers.

A threatened strike of approximately 700 British Columbia coastal seamen was averted when their union, the Seafarers' International Union (AFL-TLC), and the operators, Canadian National Railways, Canadian Pacific Railway Company and Union Steamships, Ltd., agreed on the terms of a new contract. At the suggestion of the Federal Department of Labour, negotiations were resumed, resulting in a settlement which includes a \$30 monthly increase, as recommended earlier by a conciliation board. The increase was made retroactive to June 1, 1952. Negotiations between the same union and certain shipping companies on the Great Lakes and the East Coast are still in conciliation. In these disputes, the union demands are for a \$50-a-month increase.

In northern Ontario and Quebec, negotiations and conciliation board proceedings continued between the United Steelworkers of America (CIO-CCL) and several large gold and base-metal mines.

At Sudbury, Ont., the International Union of Mine, Mill and Smelter Workers (independent) and the International Nickel Company of Canada tentatively agreed to a new contract providing a 5-cent an hour increase, a gain in process allowances for contract miners of from \$1.00 to \$1.60 a shift, an additional week of holidays after 15 years' service and certain other benefits. The membership voted on these proposals late in May but by mid-June the result of the voting had not yet been announced. Negotiations between the same union and the Consolidated Mining and Smelting Company at Trail and Kimberly, B.C., were still in progress.

In urban transportation, the British Columbia Electric Company and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC) reached an agreement providing for a 7½-cent hourly wage increase for 3,000 transit workers at Vancouver, New Westminster and Victoria. Arbitration board hearings are in progress in the dispute between the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and other Transport Workers (CCL).

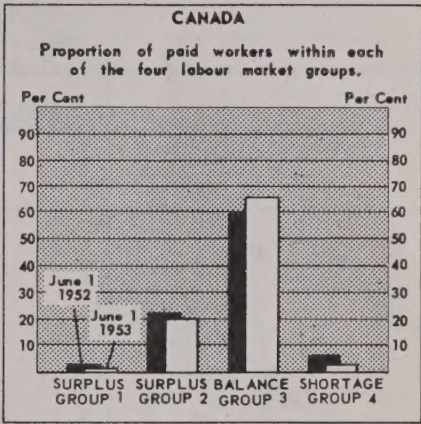
A settlement was reported between the Canadian General Electric Company and the United Electrical, Radio and Machine Workers of America (independent) covering 7,000 employees at Toronto and Peterborough. The new one-year contract provides for a wage increase of six cents an hour for men and seven cents for women, both retroactive to April 27. Effective next January, the work week at Peterborough will be reduced from 43 to 40 hours with a 5-per-cent wage increase to maintain take-home pay. Improvements in welfare and pension plans are also reported to be included in the master agreement.

Recent developments in collective bargaining in the automobile industry in the United States were echoed in Canada early in June when the Ford Motor Company of Canada agreed to make certain changes in its contract with the United Automobile Workers (CIO-CCL) although the two-year agreement was not due to expire until February, 1954. (see page 809). The three largest U.S. automobile manufacturers agreed to open their contract to provide increases in wages and in pension benefits. At the Ford Motor Company of Canada, the following changes in the contract, applying to 11,000 workers in the Windsor area, were agreed upon: an across-the-board increase of two cents an hour; incorporation of 11 cents from the 16-cent cost-of-living bonus into wage rates; an increase in the annual improvement factor from three cents to four cents; and extension of hospital and surgical benefits to pensioners.

Two agreements covering groups of 200 or more office workers were signed recently, one at the Montreal Locomotive Works, where the office workers are represented by the United Steelworkers of America (CIO-CCL), and the other at the Cockshutt Plow Company at Brantford, where the workers are represented by the United Automobile Workers (CIO-CCL). At Montreal, an 8.2-per-cent general increase was made in salaries and at Brantford, the amounts ranged upwards from \$9.75 a month. Both agreements included improvements in hospitalization or sick-leave plans.

Manpower Situation in Local Areas

AN unusually rapid rate of employment increase during May resulted in the elimination of labour surpluses in more than half the areas that had been in the surplus categories at the beginning of the month. By the first of June the number of Group 1 surplus areas had decreased to 3 from 25 a month earlier; Group 2 surplus areas, from 42 to 28. A corresponding increase took place in the tighter labour supply categories. The number of balanced labour markets rose from 47 to 80 and labour shortage areas increased from one to four.



Examination of the over-all current employment situation reveals a greater degree of balance between the supply and demand for labour than last year. The table below shows, for example, that at the beginning of June there were 12 more areas in the balanced and Group 2 surplus categories combined, than a year earlier. Areas in the shortage and Group 1 surplus categories were correspondingly fewer. Similarly, the proportion of Canadian wage earners in balanced labour markets was 76 per cent at June 1, compared with 69 per cent a year earlier (see bar chart).

Most of the areas whose labour market classification changed during May were in the Quebec and Atlantic regions. Nevertheless, all but four of the 31 surplus areas were in these regions, mainly because the seasonal upturn in employment is generally later there than in the rest of the country. In the Prairie region, on the other hand, the demands of construction and agriculture absorbed practically all available labour and caused distinct shortages in three areas. In Ontario and the Pacific region, labour demand and supply were generally in balance.

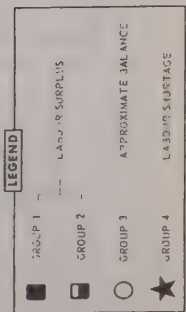
Labour Market Area	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	June 1 1953	June 1 1952	June 1 1953	June 1 1952	June 1 1953	June 1 1952	June 1 1953	June 1 1952
Metropolitan	—	—	3	3	7	6	—	1
Major Industrial	—	1	10	13	20	17	1	—
Major Agricultural	—	1	2	1	12	10	3	5
Minor	3	7	13	8	41	38	—	4
Total	3	9	28	25	80	71	4	10

*See inside back cover, *Labour Gazette*.

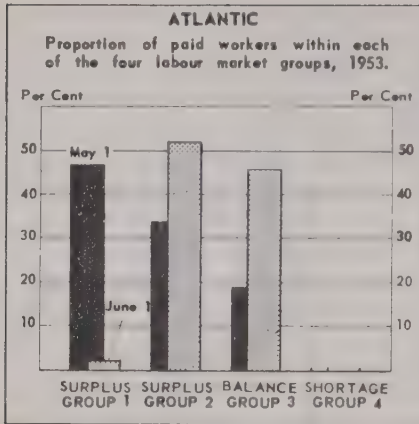
CLASSIFICATION OF LABOUR MARKET AREAS, JUNE 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec—Levis St. John's Vancouver—New Westminster	Calgary Edmonton Hamilton Montreal Ottawa—Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000—75,000; 60 per cent or more in non-agricultural industry)		Brantford Corner Brook Lac St. Jean Moncton New Glasgow Rouyn—Val d'Or Saint John Shawinigan Falls Trois Rivières Valleyfield— Beauharnois	Cornwall Farnham—Granby Fort William— Port Arthur Guelph Halifax Kingston London Niagara Falls Oshawa Peterborough Sarnia Sherbrooke St. Catharines St. Hyacinthe Sudbury Sydney Timmins— Kirkland Lake Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000—75,000; 40 per cent or more in agriculture)		Rivière du Loup Thetford Mines	Barrie Charlottetown Chatham, Ont. Joliette Kentville Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Saskatoon Yorkton	Brandon Regina Swift Current
MINOR AREAS (labour force 10,000—25,000)	Campbellton Gaspé Rimouski	Bathurst Buckingham Drumheller Drummondville Edmonton Fredericton Grand Falls La Malbaie Montmagny Newcastle Prince George St. Georges Est Sorel	Belleville—Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Fort Erie— Port Colborne Galt Goderich Ingersoll Kamloops Kenora—Sioux Lookout Lachute— Ste. Thérèse Leamington Lindsay Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Sault Ste. Marie Simcoe Ste. Agathe— St. Jérôme St. Jean Stratford St. Thomas Summerside Trail—Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.B. Yarmouth	

June 1, 1953



ATLANTIC



SEASONAL expansion in construction, sawmilling, agriculture and fishing resulted in a substantial increase in employment in the Atlantic region during May. By the middle of the month, the number of full-time workers had reached 450,000, an increase of 57,000 from the previous month. Part of this increase resulted from seasonal additions to the labour force and part from a reduction in the number of persons previously employed part-time and of those not at work at all but in the labour force.

Although total employment increased seasonally, it still remained below last year's level because of reduced activity this year in the logging, construction and water transportation industries. Construction employment, for example, was 33 per cent lower in New Brunswick and 11 per cent lower in Nova Scotia this year than last. These decreases were partly offset by slightly higher employment levels in wholesale and retail trade and in manufacturing.

The general increase in activity during the month did, however, eliminate labour surpluses in seven of the twenty areas in the region. At the beginning of June, one area was in the Group 1, ten were in the Group 2 and nine in the balanced category, compared with ten, eight and two respectively at the beginning of May.

Metropolitan and Major Industrial Areas. In St. John's, Nfld., employment in construction, sea-fishing, fish-processing, agriculture and shipping increased sufficiently to reduce the labour surplus and move the area from the Group 1 to the Group 2 category. Employment opportunities on local construction sites as well as on those in the interior increased during the month and reduced by two-thirds the number of building tradesmen seeking work. The demand for construction tradesmen this summer, however, is not expected to be sufficient to absorb the available supply because the volume of work in progress this year has been consistently smaller than that of a year ago. Moreover, reductions in the working force at some of the large defence construction sites are foreseen during the next two months.

Employment increased in all of the major industrial areas during May. Heightened activity in fishing, shipping and construction brought the Sydney labour market into balance. The general improvement in employment conditions also brought Corner Brook, Moncton and New Glasgow from the Group 1 to the Group 2 surplus category. Manufacturing employment during the month remained stable in all areas and the shortage of marine electricians, sheet-metal workers, welders and machinists for the Halifax shipyards persisted.

Major Agricultural and Minor Areas. Substantial reductions of surpluses occurred during May as spring farming operations, construction and sawmilling approached peak employment levels. Campbellton was the only area in the Group 1 surplus category. Although local construction activity and the movement of workers to Labrador and industrial centres in Ontario and Quebec partly reduced the excess labour supply in this area, the remaining surplus is expected to continue until production and employment in the lumber industry increases again.

QUEBEC

EMPLOYMENT increased sharply throughout the Quebec region, except in the northern parts, during May. This expansion was mainly seasonal and occurred somewhat earlier than last year because of the more favourable weather conditions this spring.

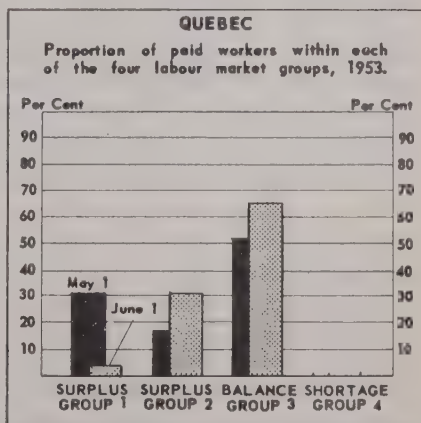
The principal reason for higher employment levels this year is the size of the construction program. Building in the province as a whole is expected to exceed last year's level but some areas are likely to benefit more than others. Current indications point to a heavy concentration of construction work in

Montreal and at two or three large development sites on the north shore of the St. Lawrence. On the other hand, several of the industrial and minor areas anticipate a year-to-year decline in construction.

By the first of June, 14 of the 25 areas in Quebec were in the Group 2 surplus category. Areas in balance, however, increased from two to nine during May and those in the Group 1 surplus category decreased from twelve to two. This last category, as shown in the accompanying bar chart, included only a small proportion of the paid workers of the region.

Metropolitan Areas. Although Montreal continued in the balanced category, labour demand strengthened during May. Residential building was particularly active in the area. Some clothing workers were laid off seasonally during the month and others were put on short-time work but manufacturing employment generally continued at stable levels. Many of the heavier industries still reported shortages of tool and die makers, machinists, radar and other technicians.

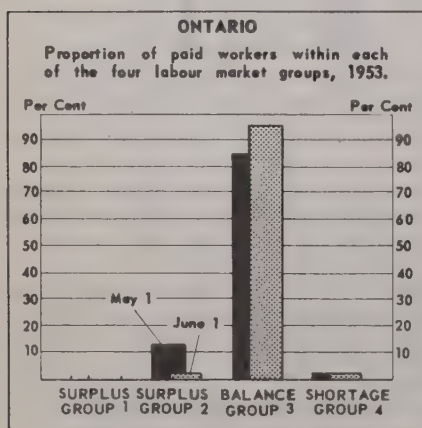
A promising year began in Quebec, city for the water transportation industry but the building program was still uncertain and many construction workers were without jobs. The manufacturing industries, however, with few exceptions, operated at near-capacity and maintained employment levels substantially higher than those of last year. During May, the area moved from the Group 1 to the Group 2 surplus category.



Major Industrial Areas. The heavy surpluses in Lac St. Jean, Rouyn-Val d'Or, Shawinigan Falls and Trois Rivières were markedly reduced and all four areas were brought into the Group 2 surplus category during May. Valleyfield-Beauharnois remained in the Group 2 category as lay-offs and short time continued in the textile industry and construction work was scarce but the three other major industrial areas in the Eastern Townships (Farnham-Granby, St. Hyacinthe and Sherbrooke) had balanced markets by the first of June.

Major Agricultural and Minor Areas. Reduction of labour surpluses occurred in almost all the major agricultural and minor areas during the month. By June 1, only Gaspé and Rimouski remained in the Group 1 surplus category. Five areas were in approximate balance and eight were in the Group 2 surplus category. Because of the low price of cod, fishing may not be as active this season as in other years but hydro-electric construction and mining development is expected to be extensive. Several lay-offs occurred in defence industries in Sorel and construction work was slow to expand. The area fell into the Group 2 category and was one of the few in the province to show a heavier labour surplus than last year.

ONTARIO



SEASONAL employment expansion in Ontario accelerated during May as warm weather permitted the beginning of outdoor activities in some of the northern parts of the province. During the four-week period ending May 16, full-time workers in the region increased by 30,000 to a total of 1,718,000. This increase was accompanied by seasonal additions to the labour force and by a reduction in labour surpluses.

Seasonal industries such as agriculture, construction, railway maintenance, food processing and

summer-resort operation, the re-opening of sawmills and the beginning of summer logging operations were chiefly responsible for increasing employment in the region. In addition, manufacturing employment was about eight per cent higher than last year and the number of housing starts during the first four months of this year was about 60 per cent greater than in 1952. Nevertheless, the only labour shortages reported to date were for farm help and for engineers, draughtsmen and certain other professional workers. The arrival of more than 10,000 immigrant workers during the first four months of the year helped to relieve the shortages in some of these occupations. Some farm workers will be brought to Ontario from the Maritime Provinces to help with the hay harvest in June but demand was expected to exceed supply throughout the summer.

The general increase in activity in the region brought nine additional labour markets into balance during May. By the beginning of June, 37 of the 39 areas had approximately balanced labour markets, compared with 36 a year earlier. However, fewer workers were available this year than last. Although there is little unfilled demand, most areas were at the lower extreme of the balance range and virtually all suitable workers were employed. As shown in the bar chart, 96 per cent of all wage earners were in areas with approximately balanced labour markets, compared with 84 per cent at the beginning of May.

Metropolitan Areas. The labour supply tightened somewhat in Toronto and Hamilton during May and the early part of June, as seasonal industries expanded and industrial lay-offs in Hamilton were reduced. In Ottawa, the demand for professional and construction workers, sales personnel and machine-shop workers continued to increase. Labour was scarce in all categories but the slow start of farming and construction work across the river left some available labour in Hull. Although engineers were still in short supply in all three metropolitan areas and the general shortage of farm hands throughout Ontario was reflected in their employment situation, the labour markets of these areas continued to be in approximate balance.

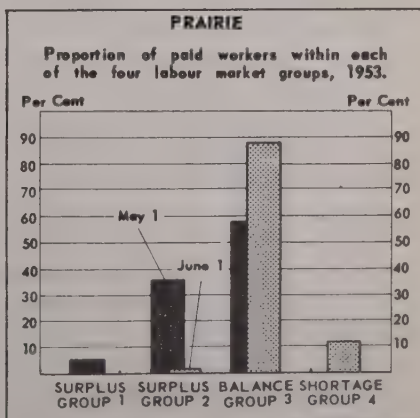
Major Industrial Areas. The labour supply was becoming tighter in all the major industrial areas of Ontario; Cornwall, Peterborough, Sudbury and Timmins-Kirkland Lake moved from surplus into balance during May. A shortage of qualified miners and skilled sawmill workers developed in Sudbury and Timmins-Kirkland Lake. Labour demand continued to exceed supply in Kitchener, the shortages being mainly of clerical workers, sales clerks, bricklayers, crane and shovelmen, construction labourers, automobile mechanics and female domestic workers. Brantford was the only area in Ontario with a labour surplus and that was being rapidly reduced by the transfer of workers to some of the surrounding areas where demand was strong.

Major Agricultural and Minor Areas. Surpluses were rapidly reduced in the major agricultural and minor areas and all 21 were in approximate balance.

PRAIRIE

EMPLOYMENT continued to increase in the Prairie region as farm labour requirements reached a spring peak. By the middle of May, 873,000 persons in the region were working full-time, an increase of 28,000 from the previous month. Reduction of labour surpluses and of the number of part-time workers accounted for about half of this increase; the remainder represents seasonal additions to the labour force.

Frequent and heavy rainfall during the last half of the month delayed and, in some cases, pre-



vented crop seeding through large sections of Manitoba and southern Saskatchewan and Alberta. Consequently, although agricultural labour demand increased sharply, shortages in May were not as widespread as had been expected earlier. Most of the existing labour shortages in the three provinces can be attributed to agricultural demand and a construction program of boom proportions. As in other regions, the emphasis this year has swung to house building. Units under construction in the Prairies at the end of April were more than a third greater than at the same time last year, while the number of units started since the beginning of 1953 was 61 per cent greater. Wet weather delayed construction programs in many areas, which may intensify labour requirements later in the season. Most of the increase in total construction was in Alberta, where it helped to reduce labour surpluses in coal-mining areas.

By the beginning of June, labour surpluses had disappeared in all but one area, while shortages had developed in three agricultural areas. At the same time last year, nine areas had shortages, largely because of the labour required for the concurrent harvesting and seeding operations. Seventeen areas were in balance, compared with 14 in the previous month and 12 last year.

Metropolitan and Major Industrial Areas. Calgary, Edmonton and Winnipeg experienced sharp employment increases in construction and allied industries, retail trade, and meat-packing. In Calgary, the anticipated manpower requirements for construction were greater than the current supply. The influx of workers from other areas was fairly heavy, but scarcity of accommodation created increasing difficulties. Much the same situation prevailed in Edmonton, except that the number of incoming workers appeared to be somewhat greater in relation to the rise in demand.

A notable development during the month was the elimination of the substantial labour surplus in Fort William-Port Arthur. Rehiring of bush workers for the river drive, together with increasing construction activity, reduced the job applications listed with the National Employment Service from 5,200 to 2,100. Further increases in demand were expected to cause shortages of a number of construction skills.

Major Agricultural and Minor Areas. Labour supply in almost all areas declined rapidly during the month, notable shortages developing in Brandon, Regina and Swift Current. In these areas there was heavy unsatisfied demand for farm hands, carpenters and unskilled construction labourers, auto mechanics, clerical workers, waitresses and domestic service workers. The only area remaining in the moderate surplus category was Drumheller, in which a considerable number of miners were still without jobs.

PACIFIC

MAY was featured by rapid seasonal employment increases in all parts of the Pacific region. By mid-May the number of full-time workers had reached 387,000, an increase of 14,000 from the previous month. This increase, which is the largest since the beginning of the year, was accompanied by substantial declines in short-time work and unemployment. The current employment level, however, is not quite as high as a year ago.

Some of the major industries of the province continued to operate at lower levels than last year. This was particularly true of logging, in which production was reduced by a decline in overseas export demand for lumber; of fishing and fish canning, which still suffered from the effects of the labour-management disputes this spring; and of base metal mining, which was adjusting to the lower prices of lead and zinc.

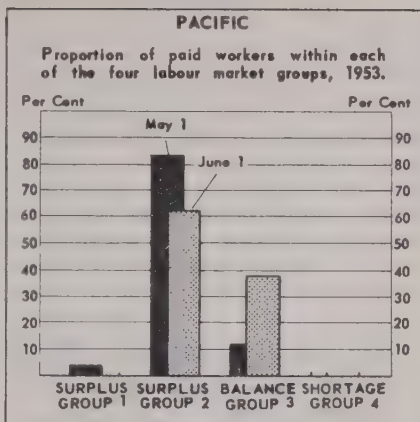
Losses in these industries were largely offset by the heavy demands of construction, which, by the beginning of April, showed a twelve-month employment increase of 3,000, or 14 per cent. Recent awarding of several large contracts, together with the projects already in progress, caused rapid employment expansion and shortages developed of various types of skilled labour, particularly welders for pipeline and refinery construction. The greatest demand continued to come from the Kitimat-Kemano project, which includes the construction of a townsite, smelter, powerline, powerhouse, tunnel and reservoir. The number of workers engaged on these various items increased from a winter low of about 2,500 to within a few hundred of the expected summer peak of 9,000.

The general upswing in activity during May absorbed labour surpluses in all but two areas in the region. By June 1, there were seven fewer areas with a labour surplus than at May 1, and one fewer than at June 1, 1952. However, since one of the two remaining surplus areas was heavily-populated Vancouver-New Westminster, the surplus category included more than three-fifths of all wage earners (see bar chart).

Metropolitan and Major Industrial Areas. Greater employment opportunities within Vancouver-New Westminster and the re-opening of logging and construction camps in the interior steadily reduced the labour surplus but did not quite bring the area into balance. Demand for carpenters and machine shop workers was particularly strong but the supply was still large enough to satisfy all but a few out-of-town requests. The outlook for the fishing industry remained uncertain owing to disagreement between companies and the fishermen's union on the price of salmon. Negotiation on this matter was still in progress at the month-end.

Labour supply and demand in Victoria remained in balance during May. Small lay-offs at the naval dockyard, shipyards and logging concerns were offset by increased construction and tourist activity.

Minor Areas experienced the greatest relative employment gains during the month. Seasonal increases in the demand for construction, logging and farm labour eliminated surpluses in all areas but Prince George, which was recovering from the spring closure of logging roads. The recent strengthening of base metal prices created a greater degree of optimism in the mining industry. Further lay-offs amounting to 150 workers, however, occurred in the Cranbrook area during the month.



Current Labour Statistics

(Latest available statistics as of June 10, 1953)

Principal Items	Date	Amount	Percentage Change	
			From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 16	5,321,000	+ 1.5	—
Persons with jobs (a).....	May 16	5,207,000	+ 2.6	—
Persons without jobs & seeking work (a).....	May 16	114,000	-30.9	—
Registered for work, NES (b)				
Atlantic	May 14	38,409	-35.5	+ 0.3
Quebec	May 14	92,118	-35.5	- 4.7
Ontario	May 14	53,297	-32.2	-27.4
Prairie	May 14	28,601	-41.2	+20.0
Pacific	May 14	29,578	-31.2	+ 2.1
Total, all regions	May 14	242,003	-35.0	- 7.3
Ordinary claims for Unemployment				
Insurance benefit.....	May 1	215,242	-26.9	- 1.3
Amount of benefit payments	April	\$16,389,294	-21.2	+23.7
Index of employment (1939=100).....	Apr. 1	181.8	- 0.1	+ 2.2
Immigration.....	April	16,118	+33.6	+37.3(c)
<i>Industrial Relations</i>				
Strikes and lockouts—days lost.....	May	36,127	—	-75.0(c)
No. of workers involved.....	May	4,748	—	-66.7(c)
No. of strikes	May	30	—	-25.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Apr. 1	\$57.24	- 0.2	+ 5.4
Average hourly earnings (mfg.).....	Apr. 1	\$1.35	+ 0.4	+ 4.7
Average hours worked per week (mfg.).....	Apr. 1	42.0	- 0.2	- 0.2
Average weekly earnings (mfg.)	Apr. 1	\$56.70	+ 0.2	+ 4.4
Cost-of-living index (av. 1935-39=100)	May 1	183.6	- 0.2	- 1.7
Consumer price index (av. 1949=100).....	May 1	114.4	- 0.2	- 1.3
Real weekly earnings (mfg. av. 1949=100)	Apr. 1	118.8	+ 0.3	+ 6.5
Total labour income	March	928	+ 0.2	+ 7.7
<i>Industrial Production</i>				
Total (Average 1935-39=100)	March	247.0	+ 2.2	+11.2
Manufacturing.....	March	265.3	+ 2.9	+11.4
Durables	March	334.3	+ 2.3	+15.8
Non-Durables	March	221.1	+ 3.4	+ 7.4

- (a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.
- (b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.
- (c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Ford, GM Accept Revision Of UAW's 5-Year Pacts

Both General Motors Corporation and the Ford Motor Company have agreed to changes in their five-year escalator contracts with the United Automobile Workers of America (CIO), even though these contracts have still two years to run.

The changes provide pay rises and other benefits for about 350,000 workers at General Motors and some 135,000 workers at Ford.

Both companies have agreed to incorporate into the base pay 19 cents of the 24 cents per hour cost-of-living allowance accumulated since 1950.

In addition, General Motors has agreed to (1) an increase in the annual improvement or productivity factor from four to five cents per hour, effective June 1; (2) a wage increase of ten cents per hour for some 40,000 skilled tradesmen, also effective June 1; and (3) a formula for relating the escalator clause in the contract to the new consumer price index developed by the Bureau of Labor Statistics. The old index, representing a somewhat narrower sampling of consumer purchases, is being abandoned by the Bureau.

At a joint union-management press conference in Chicago recently, Walter P. Reuther, President of the UAW and of the CIO, said other automobile manufacturers will be asked to meet the new wage standard.

Several Solutions in U.S. To Escalator Problem

Several solutions have been reached in the United States to the problem of converting escalator agreements to the new consumer price index published by the Bureau of Labor Statistics.

One solution arrived at is complete elimination of the escalator clause with incorporation of all accumulated cost-of-living bonuses into base wage rates.

Another solution is retention of the old base and continuation of the escalator into a new agreement. Under this plan, the old

BLS index will continue to be used until it is dropped at the end of June this year. At that time, BLS tables will be employed to convert to the new index without incorporating bonuses already received into base rates.

A third solution is the complete conversion of the escalator clause to the new index with incorporation of part of the accumulated cost-of-living bonus into base rates, leaving the remainder subject to reduction if the index drops.

Higher Pension Granted In Ford-UAW Contract

Members of the United Automobile Workers of America (CIO) employed by the Ford Motor Company will now receive maximum pensions of \$137.50, including social security. The pensions were formerly \$125 per month.

The pension increase, affecting the company's 135,000 production workers, is one of the adjustments made last month in the five-year contract signed by the company and the union in 1950.

Chrysler Also Agrees To New UAW Contract

Three days after General Motors and the Ford Motor Company had agreed to changes in their five-year contracts with the United Automobile Workers (see above), Chrysler Corporation on May 27 granted the same wage improvements to its 114,000 hourly-rated employees.

In addition to the increases in wage and the revision of the escalator formula to fit the new consumer price index, the Chrysler agreement calls for maximum pensions of \$137.50 per month, including social security benefits. This brings it in line with pension improvements granted first by the Ford Motor Company and a few days later by General Motors. The Chrysler pensions were formerly \$130 per month.

The Nash-Kelvinator Corporation also agreed to contract changes for its workers, granting everything in the way of wages that the UAW had won from General Motors, Ford and Chrysler.

The International Harvester Company, however, did not agree to interim contract changes. As a result, its 75,000 employees suffered a 2-cents per hour wage reduction June 1 in accordance with the escalator clauses in agreements between the company and several AFL, CIO and independent unions.

UAW Chiefs Urge Firms To "Level Off" Production

The presidents of Locals 195 and 200, United Automobile Workers of America (CIO-CCL), have urged the major auto manufacturers in Canada to level off production in order to prevent unemployment later this year.

In a joint statement, Presidents Earl Watson of Local 195 and Charles McDonald of Local 200 declared that at the current rate of production, all three major auto producers will have reached the saturation point in production by September, causing lay-offs until 1954 models are ready to roll.

Responsibility for whatever unemployment is created, they said, must be assumed by the companies.

"There is no reason to believe 30 per cent more cars will be sold this year than last year, yet present production indicates just about 30 per cent more production this year over sales last year," they said.

The statement of the Canadian union leaders followed a similar one made earlier by Walter P. Reuther, President of the UAW and of the CIO. Mr. Reuther warned that firms in the United States would produce 60 per cent of their annual quota during the first six months of the year. He termed this practice "anti-social, economically unsound and morally wrong".

In a reply to Mr. Reuther, Harlow H. Curtice, President of General Motors Corporation, said he did not share the union President's "lack of confidence in the economic future of our country," adding that "I am quite optimistic as I look ahead".

The General Motors President said that recently he had been "reinforced in my conviction that we can look forward to good business throughout the year 1953".

New Arts, Craft School Is Quebec's 40th

A three-quarter million dollar arts and craft school, with facilities for nearly 500 day and night students, was officially opened at St. Johns, Que., on April 26 by Premier Maurice Duplessis.

The school was built through the co-operation of the municipal, provincial and federal Governments, under the Vocational Schools Assistance Agreement. The provincial Government contributed \$715,655 and the federal Government \$129,700 towards the cost.

Quebec now has 40 arts and craft schools in operation, the Minister stated.

Home Building Up Sharply In 1st Quarter This Year

Home building in Canada increased during the first quarter of 1953, with both starts and completions of new dwelling units up sharply over last year in each of the three months.

According to the latest Dominion Bureau of Statistics report, 11,930 new units were started in the quarter, an increase of 4,662 or 64 per cent over the 7,268 starts made in the first three months of 1952, while the number of units completed climbed by 5,326 or 41 per cent to 18,392 from 13,066.

At the end of March there were 49,232 units under construction, 32 per cent more than the 37,259 under construction on the same date last year.

Following substantial gains in January and February, March starts rose by 2,013 or 57 per cent to 5,568 from 3,555 a year earlier, while completions were up by 2,523 or 70 per cent to 6,130 from 3,607.

The average time under construction of units completed in March was down to 7.1 months from 8.4 months a year earlier, continuing the decline of the two preceding months.

U.S. Housing on Increase

A total of 110,000 new permanent non-farm dwelling units was started during April, an increase of 13 per cent above the March figure and about four per cent above that of April a year ago, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Housing starts in March numbered 97,000 units.

For the first four months of 1953, housing starts totalled 356,100, compared with 352,700 last year and 412,300 in the peak year 1950.

More Houses in U.K., Too

Permanent houses completed in Great Britain during February totalled 20,118, compared with 16,163 for the same month of 1952, according to a national housing summary published recently.

In the first two months of 1953, a total of 40,702 permanent houses was completed, compared with 31,855 in the same period last year.

At the end of February, 1,593,708 permanent dwellings had been completed under Britain's post-war housing program, of which 1,296,973 were new permanent houses and flats.

Yearly Health Bill of \$82 Paid by Average Family

Family units in Canada paid out a total of \$373,800,000 for health services during the 12-month period from autumn, 1950, to autumn, 1951, or an average of \$82.10 per unit, according to recently-published details of a national sickness survey. The term "family unit" covers both families of husband and wife with or without children and single persons outside these families.

The survey, jointly planned and conducted by the federal and all ten provincial health departments and the Dominion Bureau of Statistics, is the first nationwide study of illness in the general population of Canada.

Prepayment plans for medical and hospital care accounted for \$88,400,000 or 23.7 per cent of the total spent. Direct payments for doctors' services, for eye and dental services, for hospital and nursing services accounted for an estimated \$203,200,000. Expenditures on drugs and appliances came to \$75,300,000, of which \$73,000,000 was for medicines.

Hospital care, both direct and through payment plans, amounted to \$90,000,000 or 24 per cent of the total. The amount expended similarly for physicians' services came to \$99,500,000 or 26.7 per cent, eye services and glasses aggregated \$14,100,000 or 3.8 per cent and dental services amounted to \$32,900,000 or 8.8 per cent. Of the \$73,000,000 spent for medicine, \$46,100,000 was for prescribed medicine and \$26,900,000 for medicine not prescribed.

Of the \$82.10 spent by each family unit, \$19.50 went in prepaid medical plans; \$44.60 for direct payments for services; \$16.50 for drugs and appliances; and \$1.50 for other services, goods and medical care.

Family units with five-to-six persons spent the most on health services at \$114.70. Next was the three-to-four size at \$110.40, followed by the family of seven or more at \$104.80.

Of a total of 4,555,000 family units in Canada, only 621,000 had no expenditures for health. Of the total, only 2,641,000 subscribed to prepaid medical plans, the survey showed.

Pensions in 1952-53 Cost Federal Govt. \$19 Million

The federal Government's share in old age assistance payments for needy persons between the ages of 65 and 69 totalled \$19,128,837 in the fiscal year which ended March 31, Hon. Paul Martin, Minister of National Health and Welfare, has announced.

The federal and provincial Governments share the cost of old age assistance on a 50-50 basis up to a maximum of \$40 per month, except in Newfoundland where the maximum monthly payment is \$30.

Federal contributions by provinces in the past fiscal year were: British Columbia \$1,701,854; Alberta \$967,948; Saskatchewan \$997,396; Manitoba \$1,036,021; Ontario \$4,586,572; Quebec \$6,927,593; New Brunswick \$1,113,921; Nova Scotia \$893,059; Prince Edward Island \$66,313; Newfoundland \$833,898; Northwest Territories \$4,257.

At the end of March, 87,675 persons were receiving assistance distributed among the provinces as follows: British Columbia 7,685; Alberta 4,688; Saskatchewan 4,206; Manitoba 4,400; Ontario 20,401; Quebec 30,490; New Brunswick 5,371; Nova Scotia 4,789; Prince Edward Island 551; Newfoundland 5,037; Northwest Territories 57.

Winnipeg Building Trades Sign Master Agreement

A blanket collective agreement covering 11 local unions was signed recently between the Winnipeg Building Trades Council and the Winnipeg Builders' Exchange.

The first contract of its kind in the construction industry in Canada, the agreement provides a ten-cent hourly wage increase for all members. It is designed to stabilize the industry and to prevent lock-outs or strikes in any of the trades involved.

Under the agreement, effective for one year from May 1, 1953, no individual union can strike without going through a procedure laid down by all 11 unions. Machinery is set up in the contract to arbitrate any dispute which may arise within the industry. The agreement protects all parties in respect to agreements now held by both employers and employees.

In announcing the agreement, R. G. Anderson, President of the Winnipeg Building Trades Council, said it "will no doubt serve as a pattern for the construction industry throughout Canada and will contribute very significantly to the stability of the industry".

In addition to the wage increase, the contract calls for a uniform basis for all trades with respect to transportation, travelling time and board and room. A security clause has been included whereby all mechanics and labourers hired by members of the Builders' Exchange will become members of their respective unions 30 days from the date of beginning work.

Women's Bureau Planned, Gregg's Estimates Show

Included in the departmental estimates presented by the Hon. Milton F. Gregg, Minister of Labour, and passed at the last session of Parliament, was an item to provide for the establishment of a women's bureau within the Department of Labour.

Speaking on the vote in the House, the Minister said that among its functions will be the study of problems peculiar to women workers and the development of facilities to make available the results of these studies. It will also review continually what is being done in this field by governmental and other agencies.

Women's organizations, said Mr. Gregg, have for some time been urging upon the Government the need for such study and information.

"Industry Being Forced To Hire Older Women"

Shortage of trained young women workers is slowly forcing industry to change its attitude towards the hiring of the older worker, it was agreed by women personnel experts attending the sixth annual Personnel Appraisal Institute at McGill University last month.

The theory that a woman upon reaching the age of 40 automatically becomes a burden to an employer is outdated and will have to be discarded, they said.

Because of the shortage of younger women, companies that have been reluctant to hire a woman over 40 are gradually realizing the merits of the older experienced worker. "They have more ambition," said one speaker, "because they know they are going to stay with the company until pension time. If she is over 40 and gets married, there is little possibility of her raising a family and chances are she'll stay with the company for years."

U.S. Has Shortage of Young Women Workers

While there is no over-all shortage of women workers, there is a sizeable number of occupations, traditionally filled by women, where shortages do exist, the U.S. Department of Labor has announced.

These are largely in occupations that require training of several years and where, in many cases, the economic rewards are relatively less than for jobs where little training is required.

The Department of Labor states that there are important reasons for the present shortage of young women workers. "These reasons," says the Department, "must be known and understood if the nation is to solve the problems resulting from the effect that there are not enough young women in teaching, nursing and other occupations essential to community and national welfare."

For nearly all of the occupations which report shortages and for all jobs for women in the Armed Forces, the call is almost entirely for young women between the ages of 18 and 34 and with little family responsibility.

Working Woman in N.Y. Needs \$2,442 Annual Wage

A working woman living with her family in New York state in September 1952, needed \$2,442 a year, or nearly \$47 each week, to support herself adequately, meet income tax payments, and save for emergencies and old age.

The New York State Department of Labor, in its survey of living costs in eight cities in the United States, revealed that of this total, \$1,745 was needed to cover the cost of goods and services and \$697 for income taxes, insurance and savings.

Author of Wagner Act Dies in 76th Year

Robert F. Wagner, author of the Wagner Labor Relations Act, died in New York City, May 4, at the age of 75 years.

Born in Germany, Mr. Wagner emigrated to the United States as a boy. He entered politics in 1905 as a member of the New York State Assembly. He was a United States Senator (Democrat) from 1927 until his retirement in 1949.

While in the Senate, Mr. Wagner introduced and successfully promoted such New Deal measures as the National Recovery Administration, the Public Works Administration, the Works Progress Administration and the Federal Emergency Relief Administration. He also sponsored the Railway Pension Act of 1934 and the Social Security Act of 1935.

The Wagner Act, passed in 1935, made collective bargaining by employee agents legal, compelled employers to negotiate with their employees as a body and provided for supervision of bargaining elections. It was superseded in 1947 by the present Taft-Hartley Act.

Ontario CCL Holds Fair Employment Practices Conference



Eamon Park

United Steelworkers of America

Mrs. Irene Elliott

University of Western Ontario

H. S. Johnstone

Federal Department of Labour

Just two weeks after the new Fair Employment Practices Act was passed in the House of Commons (see page 832), the Ontario Federation of Labour (CCL) held its second fair employment practices conference at Brantford, May 23-24. More than 100 delegates attended.

In the opening address of the conference, C. H. Millard, National Director, United Steelworkers of America, called for a stepped-up program of education for

better understanding among Canadians of different backgrounds.

H. S. Johnstone, head of the Fair Wages Section, Department of Labour, outlined the new Act and explained the labour conditions attached to government contracts and the non-discrimination policy of the National Employment Service. Mrs. Irene Elliott of the University of Western Ontario explained the operation of the Ontario Fair Employment Practices Act, in force since 1951.

Anti-Discrimination Bill Introduced in U.S. Senate

A bill to make all racial and religious discrimination by employers and unions an unfair labour practice was presented recently to the United States Congress by Senator Irving M. Ives of New York. The bill would also give the National Labour Relations Board authority to determine whether discrimination had been practised in any particular case.

Senator Ives introduced the bill as a proposed amendment to the Taft-Hartley Act, but said it should not be considered a substitute for a full fair employment practices law which he has sponsored.

Paid Vacations Virtually Standard in U.S. Industry

Paid vacations are virtually standard in industry, a recent survey of fringe benefit plans in the United States has found.

The Bureau of Labor Statistics, in a study of wages in manufacturing and non-manufacturing firms employing more than 10,000,000 workers in 40 major labour market areas in the country, also found that paid holidays are provided for a large majority of these employees and that pension and insurance coverage, while not so extensive, is on the increase. The study showed that of all fringe benefits, paid sick leave is the most limited.

Minimum Wage Raised In Saskatchewan

Eight Saskatchewan cities and nine towns have a new, increased minimum wage of \$26 for a 44-hour work week since June 1. Provincial Labour Minister C. C. Williams announced the increase last month.

The new wage law affects the cities of Regina, Moose Jaw, North Battleford, Prince Albert, Saskatoon, Swift Current, Weyburn and Yorkton and the nine larger towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melfort, Melville, Nipawin and Shaunavon. The former minimum wage for these places was \$24 per week.

Towns of more than 300 population, which formerly had a minimum wage of \$21.50, now have a new minimum wage rate of \$24.50.

The 44-hour week, with the 8-hour day, will be enforced in the eight cities and nine towns. All other points in the province retain the 48-hour week.

First Long-Term Pact In B.C. Logging Signed

The first long-term wage contract in the history of the British Columbia logging and lumber industry was signed recently between the International Woodworkers of America (CIO-CCL) and Western Plywoods (Cariboo) Ltd. at Quesnel.

Covering about 250 workers, the 3½-year agreement establishes the 40-hour week with a basic hourly wage of \$1.35 plus four wage increases totalling 13½ cents.

Based on the average rise in national productivity, the increases will be distributed as follows: three cents on signing, three cents more in 1954, 3½ cents in 1955 and four cents in 1956.

In addition, the contract provides for compulsory check-off of union dues from all employees, maintenance of membership union security, three paid statutory holidays and negotiations for two more paid holidays in 1954 and 1955.

René Rocque Retires As CCCL Organizer

René Rocque, who was sentenced to six months' imprisonment as a result of his participation in the asbestos workers' strike at Thetford and Asbestos in 1949, has tendered his resignation as CCCL organizer and assistant director of the organization service.

In his letter of resignation to the General Secretary of the CCCL, Mr. Rocque stated:—

"I shall always have at heart the promotion of the working classes and of the cause of trade-unionism. I am perfectly well aware, however, that I no longer have the indispensable minimum of physical strength and energy needed to serve the cause as it should be served. The six months I spent in prison have got the better of my nervous system, and it seems to me that I shall never really get over it.

"My reflexes are slower, my health is affected, and I feel that I can no longer serve the workers as I ought."

The CCCL's official statement announcing Mr. Rocque's decision expressed regret for "the departure of a fellow-worker and comrade who has done so much for the cause of the Catholic syndicates".

The statement added:—

"Mr. Rocque's resignation clearly indicates just how hard and how difficult is the work of a permanent union official in a society which accepts with a bad grace the necessary rôle of professional organization, and, in particular, of trade-unionism."

Mr. Rocque had been a CCCL organizer since March 1946, and assistant director of the organization service for five years. He was in prison from January to July 1951.

ILGWU Sets Sights on 30-Hour Work Week

At its 28th triennial convention in Chicago last month, the International Ladies' Garment Workers' Union (AFL) called for the expulsion of criminal elements from the ranks of organized labour and heard of plans for a 30-hour work week.

The union's President, David Dubinsky, said in an opening address to the 1,000 delegates that the union is now conducting a campaign to extend the 35-hour week to all its members and that it hopes soon to reduce the work week to 30 hours.

The ILGWU President told the delegates that they should seek immediate pay increases in new contracts and should not sign contracts that fail to provide a basic 35-hour week.

In his speech, Mr. Dubinsky demanded that the AFL and the CIO withdraw charters from unions that provide a respectable front for underworld characters.

He said the AFL ought to adopt constitutional provisions broad enough to prohibit convicted criminals from holding office in any affiliated union.

"Charters are issued by our great labour federations, the AFL and the CIO, to build unions, to serve workers and to strengthen the general labour movement," he said. "But no charter gives anyone the right to betray the workers and to destroy the good name of labour."

A report submitted to the convention by the general executive board of the ILGWU showed that 52 per cent of the union's 430,830 members now have a 35-hour week, 18 per cent have a 37½-hour week and 30 per cent have a 40-hour week.

Three-quarters of the workers on the 35-hour schedule are employed in New York City and the surrounding district. The heaviest concentration of 40-hour contracts is in the New England states, where 45,529 workers put in 40 hours. A similar work schedule prevails in most Southern, Mid-western and Canadian clothing centres, the report showed.

The executive board also submitted for approval a formula under which union members could work in any part of the country without forfeiting their protection under employer-financed pension plans.

The formula seeks to establish reciprocal financing agreements for all clothing industry centres, with retirement costs to be prorated on the basis of the actual time worked by union members in each area.

Right to Strike Must Be Preserved—Finkelman

Compulsory arbitration of industrial disputes is not the answer to the problem of creating industrial peace, said Prof. J. Finkelman, Vice-Chairman of the Ontario Labour Relations Board, in a recent address to the Chamber of Commerce in London, Ont.

Prof. Finkelman said extensive adoption of compulsory arbitration in other countries has led eventually to wage fixing and later to Government control of profit margins.

Conceding that lack of compulsory arbitration where negotiations break down leads to strikes, the labour board official said that in a system of free enterprise, the right to strike and the right by employers to lockout employees must be preserved equally with the right to do business.

"It may be that at times these rights will be abused, that unwise courses will be followed, that action will be taken against the best interests of the community, that hardship may be caused to greater or lesser segments of society.

"But the fact remains that the alternatives, at this stage of the game, appear to be too drastic to be acceptable," he said.

Immigration Decreases 46 Per Cent in Quarter

Immigration to Canada during the first three months of this year was 46 per cent lower than for the same period of 1952, according to figures published by the Department of Citizenship and Immigration.

The total for the first quarter of 1953 was 22,937, compared with 42,743 for January, February and March of 1952.

Immigrants from the British Isles numbered 6,367 compared with 8,890 in the first quarter of 1952, a decrease of 28 per cent. Those from North European countries totalled 8,457 (of which almost half came from Germany), compared with 14,675 during the first three months of last year, a drop of 42 per cent. Other countries, mostly South and East European and Asian, supplied 5,970 immigrants in the first quarter of this year compared with 17,573 for the same period of 1952, a decrease of 67 per cent.

The only increase occurred in the number of immigrants from the United States, rising 40 per cent from 1,605 in 1952 to 2,243 this year.

Canadians who returned from the United States during the three months ending March 31 this year numbered 1,004, compared with 795 for the same period last year.

CIO Approves Merger Of White-Collar Unions

The Congress of Industrial Organizations has approved a proposed merger of the Retail, Wholesale and Department Store Union (CIO) and the unaffiliated Distributive, Processing and Office Workers of America, it was announced recently.

The proposal to merge will be discussed at the conventions of the two unions in October. Upon approval, a charter will be issued by the CIO creating a new organization of some 130,000 members.

The Distributive, Processing and Office Workers union was formed from unions that were expelled from the CIO in 1948 for refusing to sign non-communist affidavits (L.G., May, p. 663). Officials of the CIO are now satisfied that the organization has purged itself of communism.

CMA Warns Industry To Train Personnel Now

Members of the Canadian Manufacturers' Association have been warned by the Executive Council to act now if an adequate supply of skilled personnel is to be assured.

Careful consideration, said the CMA Executive Council, should be given to the institution of plans for the training of apprentices and first-line supervisors, and for the development of executive personnel.

Firm Opens School for "Trade Improvement"

In order that their employees may keep abreast with the rapid developments and new techniques constantly taking place in the aircraft industry, Northwest Industries, Ltd., at Edmonton, have launched a specialized training program. Training is given at a newly-organized "Trade Improvement Centre".

The scheme is the result of collaboration between the federal and provincial governments and the company under the federal-provincial Canadian Vocational Training agreement. Equipment was supplied by both the Canadian Vocational Training Branch of the provincial Department of Education and the company.

The training syllabus was devised jointly by the company and CVT to fit the company's particular needs.

Bricklayers' Apprentices To Demonstrate at CNE

Bricklayers' apprentices will have an opportunity to demonstrate their skill at this year's Canadian National Exhibition, Toronto, in a competition being arranged by officers of the Bricklayers, Masons and Plasterers' International Union of America (AFL-TLC).

The object of the competition is to give the public an idea of the time, effort and skill needed by the apprentice to complete the four years' training required to become a craftsman in the trade.

Wants Teachers to Work Every 5th Year in Plants

Vocational school teachers should spend one year in every five as workers in industry, V. G. Smith, professor of electrical engineering at the University of Toronto, said in a recent address before the Ontario Industrial Education Council.

Education authorities, Prof. Smith suggested, should institute a system whereby technical instructors could take an industrial job one year in every five, to enable them to keep abreast with industrial development.

"Industry," he said, "should be ready to provide positions where these teachers can observe methods and keep up with current techniques."

Another Change is Made On Quebec Labour Board

Another change has taken place in the Quebec Labour Relations Commission with the appointment of Jean-Marie Bériault, Montreal lawyer, to replace Paul Vallée, QC, as secretary-general and legal adviser of the Commission.

Mr. Bériault is the third person to hold this position in the past four months. On December 15, Gérard Vaillancourt replaced Paul E. Bernier (L.G., March, p. 372); Mr. Vallée later succeeded Mr. Vaillancourt.

Premier Duplessis has also announced the appointment for another two-year period of Chief Judge Roland Paquette of Montreal's Municipal Court as president and third member of the arbitration board to deal in matters in dispute between the municipal council and the civic employees.

U.K. Promoting Study of Human Side of Industry

Two committees set up recently in Great Britain to study human problems in industry will be concerned mainly with promoting research by existing bodies. They are the committees of the Department of Scientific and Industrial Research and the Medical Research Council.

During 1952 the two departments made a detailed survey of the work being done in the field by other agencies and laboratories. The two committees will assist such studies, finance work on suitable subjects at present untouched, and promote application of the results of the work to improve production in industry.

The first committee will be concerned with the human factors in industrial efficiency, such as fitting the job to the man, selection and training, and job assessment. The second will deal with human relations in industry—joint consultation, formal and informal groupings in the workshop, and attitudes to work.

U.S. Unions Report 17 Million Members

Membership of United States labor unions is estimated at 16,500,000 to 17,000,000* in a new directory of labour unions published last month by the U.S. Department of Labor. Nearly 800,000 of the membership is in Canada.

Of the 215 unions listed, 109 are affiliated with the American Federation of Labour, 33 with the Congress of Industrial Organizations and 73 with neither.

Three unions reported memberships of a million or more: the United Automobile Workers (CIO), 1,184,507; the United Steelworkers (CIO), 1,100,000; and the Teamsters (AFL), 1,000,000.

Unions estimated that close to three million women were members.

Demand Increases for Older Workers in U.S.

Employment demand in the United States for older workers is higher than it was a year ago, according to the Northwestern National Life Insurance Company.

Of the 125 public and private employment agencies surveyed by the company, 113 reported that the demand at present

for men 45 to 55 years of age is from fair to good; 92 agencies reported the same for women in this age range.

The great majority of agencies finds that difficulties in placing those more than 55 years of age increase sharply, except for well-trained and skilled workers. In general, small business concerns, usually having pension programs that do not call for low hiring-age limitations, offer the best placement opportunities for workers 55 years and over.

Because the favourable labour market for older workers results in part at least from the present shortage of younger applicants, it cannot be regarded as permanent, the study concludes.

Japanese Bill Would Curb Electrical, Coal Strikes

The Japanese Government has drafted a proposed labour law which would give it wide powers to prevent a repetition of last year's coal and electricity strikes, according to a report in the *New York Journal of Commerce*.

The law would prevent workers in the electrical industry from taking any action directly hindering normal supply of power. It would prohibit employees in the coal industry from taking action obstructing safety maintenance work or causing damage to mines.

Extracts from Hansard of Interest to Labour

Co-operative Credit Associations

April 17

Hon. Douglas Abbott (Minister of Finance) moved the second reading of Bill No. 338, respecting co-operative credit associations.

He said: Mr. Speaker, this Act provides for the establishment of co-operative credit associations operating in more than one province under the supervision of the superintendent of insurance. Before any such national association may operate it will have to come to Parliament for incorporation by a special act.

This legislation is introduced at this time because a group of provincial central co-operative societies has announced its intention to apply to Parliament to be incorporated as a national co-operative association. It is the Government's view

that if Parliament is to approve such legislation it is desirable that there be available suitable safeguards.

The main object of a national association will be the receiving of deposits from its members and the loaning of money to its members and making other approved investments. This is the fundamental function of provincial co-operative credit associations. Hon. members will realize that at certain times there will be surplus cash on deposit with a member operating in one part of the country while there may be a demand for loans in another part of the country. However, with the establishment of a co-operative credit association, it will be possible to loan surplus funds to members requiring cash for loans on a national basis thereby overcoming the present provincial limitation.

The members of an association will be co-operative credit societies incorporated by special act or declared by Parliament to be eligible to become members of an association, not more than ten co-operative

*Union membership in Canada at January 1 this year had reached 1,219,714 (L.G., May, p. 646).

corporations (not being co-operative credit societies) and not more than fifteen natural persons.

It is provided that before an association commences accepting deposits and making loans it must obtain a certificate from the treasury board. This certificate will be granted only after the association has satisfied the board that it has complied with the provisions of the Act.

The lending and investment powers of an association are subject to adequate safeguards in order to prevent its assets from being too heavily concentrated in one particular form and to preserve liquidity. For example, an association may not make any loan or investment if its cash on hand and on deposit with the chartered banks is less than five per cent of its own deposit liabilities.

There is provision for the appointment of auditors in a manner similar to that in the Bank Act. In addition there is a requirement for submitting annual reports to the Government. The superintendent of insurance, who now has supervision over certain insurance, trust and loan companies, will have supervision over an association, and penalties are provided for violations of the provisions of this Act.

I believe that hon. members are fully aware of the necessity of this legislation. The growth of co-operative credit societies in Canada in recent years has been widespread. As the operations of these organizations will undoubtedly include operations which are clearly of a banking nature, it is desirable that if these associations are going to operate on a national basis they should be under federal legislation as are the chartered banks.

I propose that when this bill receives second reading it be referred to the banking and commerce committee. At that time the superintendent of insurance and the officers of my department will be available to explain its provisions and discuss them with members of the committee....

As the House will appreciate, this bill is a purely enabling measure. It permits the incorporation of a national credit association by special act, and outlines the powers of such an association. It provides for inspection and supervision by the superintendent of insurance. I agree with what has been said about the splendid work which is being done by these credit unions, and I think it is now desirable that there should be federal legislation to authorize the incorporation, organization and supervision . . . of these financial institutions....

Motion agreed to, bill read the second time, and referred to the standing committee on banking and commerce.

April 27

Bill reported, read the third time and passed.

National Housing Act Amendment

April 21

Hon. Robert H. Winters (Minister of Resources and Development) moved that the House go into committee to consider the following resolution:

That it is expedient to introduce a measure to amend the National Housing Act, 1944, to increase the appropriation provided by Section 7 for loans under part I from \$300,000,000 to \$500,000,000, and the appropriation provided by Section 13 for loans under part II from \$150,000,000 to \$250,000,000, also with respect to grants in aid of slum clearance and to certain other matters deemed necessary for the proper administration of the Act.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

Mr. Winters: Mr. Chairman, the resolution before the House seeks authority for the Government to introduce certain amendments to the National Housing Act. I will at this stage confine my remarks to the subject matter of the resolution.

When the present National Housing Act was passed in 1944, \$100 million was authorized for home ownership loans under part I and to take care of possible losses under the previous housing acts of 1935 and 1938. In 1949 this amount was increased to \$300 million. It is now proposed further to increase this appropriation by \$200 million, making a total cumulative statutory vote of \$500 million for home ownership loans under part I of the Act.

For rental housing under part II of the Act the original appropriation was \$50 million. This was increased to \$150 million in 1945. It is now proposed to increase this appropriation by \$100 million to \$250 million, making a total cumulative statutory vote of \$250 million for rental housing loans under part II of the Act.

Since 1945 over \$1 billion of loans have been approved under the National Housing Act for residential construction in Canada. Of this amount the share of the federal Government, including loans made by Central Mortgage and Housing Corporation on direct account, is \$379 million.

The reason for asking for increased appropriations at this time is that, of the \$300 million appropriated for part I loans,

\$285 million has been committed, including the amount held to the credit of lending institutions under the pool guarantee arrangement. As hon. members know, when a loan is made jointly with a lending institution under the Act a certain amount is credited by Central Mortgage and Housing Corporation to an account held by the Corporation in the name of that lending company. This account is for the purpose of making provision for losses that the company may in the future sustain in respect of its share of joint loans. Commitments for rental housing loans under part II, including that credited to the pool guarantee account, approximate \$126 million. The balances remaining would not be sufficient to carry the operations of the Act through the year 1953.

During the last session the standing committee on banking and commerce examined the annual report of Central Mortgage and Housing Corporation which administers the National Housing Act. That committee, after its deliberations, recommended that the slum clearance provisions of the National Housing Act be amended. It is now proposed to broaden Section 12—the slum clearance section—to provide that the slum area when cleared may be developed under Section 35 of the Act as a federal-provincial housing project. Under the present legislation the area may be developed by a limited-dividend company, as provided by Section 9 of the Act, or a life insurance company operating under Section 11 of the Act. The amendment will further provide for the development of a housing project on an alternative area to be provided by the municipality. This alternative area may be developed by a limited-dividend company, a life company or as a federal-provincial project. There is a condition imposed in the proposed amendment, to the effect that the cleared area must be used for a municipal, provincial or federal public purpose. In other words, the provision relating to the use of an alternative area will apply only if the slum area is designated on the master plan of the municipality for public use. The committee recommended also that the cleared area might be used for commercial or other purposes. It is considered that if land is to be acquired and cleared for commercial or industrial uses the responsibility for its acquisition and clearance should rest with the commercial or industrial interests concerned, and authority to make the cleared land thus available is not being sought in the proposed amendments.

Other amendments contained in the proposed legislation are of a procedural or technical nature....

Resolution reported, read the second time and concurred in.

Mr. Winters thereupon moved for leave to introduce Bill No. 339, to amend the National Housing Act, 1944.

Motion agreed to and bill read the first time.

April 28

Hon. Robert H. Winters (Minister of Resources and Development) moved the second reading of Bill No. 339, to amend the National Housing Act, 1944.

He said: ..Before dealing with the amendments proposed for the National Housing Act I would like to make some remarks of a general nature.

During 1952 the number of housing starts increased steadily. For the year as a whole starts numbered about 84,000, excluding conversions, an increase of 21 per cent over the 68,600 of 1951. There were 93,000 houses started in 1950. In the last quarter of 1952 starts were taking place at a rate higher than the previous record rate of 1950.

Completions on the other hand declined in 1952 to 74,000 units, as compared with 81,000 in 1951. This decline reflects the much smaller carry-over into 1952 of dwellings under construction than there were at the beginning of 1951. The carry-over has been restored, as a result of the increase in housing starts in 1952, and we entered the year 1953 with 56,000 dwellings under construction. There is already therefore, an auspicious prospect for completions in 1953. This high rate of building has continued this year. During the first quarter of 1953, dwellings started in centres of 5,000 population and over numbered 10,500. This represents an increase of 69 per cent over the same period in 1951, and as a matter of fact it has been the best first quarter on record from the point of view of the number of dwellings started in Canada.

The large number of houses that were brought under construction in the later part of 1952 may be attributed to a number of favourable factors on both the demand side and the supply side of the market. For one thing the demand for new houses was supported by a continued high level of net family formation. Not only was there a good increase in the number of families in 1952, but the families had more money with which to buy houses. Fortunately, our lending insti-

tutions showed an increased interest during 1952 in mortgage loans for new residential construction in general and for National Housing Act loans in particular.

Institutional loans for new residential construction were approved for 46,000 units in 1952, an increase of 19 per cent over 1951. Joint loans under the National Housing Act were approved for 27,488 dwellings in 1952, or 39 per cent more than in 1951. Had it not been for this increased flow of mortgage money, the rise in demand deriving from family formation and higher real incomes could not have been effective to the same extent. Brisk demand in 1952 was accompanied by favourable supply conditions. Except for cement in certain localities and some minor steel items, construction materials were readily available where and when needed. Even in regard to cement and steel, the situation improved towards the end of the year. We reaped the benefits of ample material supplies, not only in terms of a steady flow of production at the site, but also in terms of cost stability. During the course of 1952 the price of building materials for a house was about the same as in 1951. Neither was there any marked shortage of labour in 1952 for the residential work in hand despite an increase in other types of construction. However, wages in the construction field increased during the year by about 9 per cent.

Combined material cost and wage rates in construction were about 3 per cent higher in 1952 than in 1951; the prices of new houses increased even less. This is the smallest rise in construction costs that has occurred from one year to the next since the war. So much for the calendar year just passed. What of the cumulative program over the past seven years, from the beginning of 1946 to December 31, 1952? In this period starts in Canada, excluding conversions of existing buildings, totalled 570,000.

I would now like to summarize the accomplishments of the federal Government in the field of housing during this period and the extent to which the support and stimulus provided by the National Housing Act has resulted in such a large volume of new housing. During this period 141,294 dwelling units have received financial assistance under the joint loan terms of the National Housing Act. Another 30,000 units were built on direct government account. This included 28,000 units in the veterans' rental housing program and another 1,760 units under the public

housing Section 35 of the National Housing Act. In addition the rental insurance plan has accounted for about 18,000 units.

Central Mortgage and Housing Corporation, from funds voted by Parliament, has built about 12,000 permanent married quarters for the armed services. In addition, a modest number of units have been built for other government departments, including the Department of Defence Production. Housing assistance has also been provided by the federal Government under the Veterans Land Act, the Canadian Farm Loan Act and the Farm Improvement Loans Guarantee Act. All these activities, of which hon. members will note that joint loans compose much the largest element, have had the net effect that about two of every five permanent post-war houses in Canada have received stimulus or assistance of one kind or another from the federal Government. In making this tally I have not taken into account the 11,000 temporary units made available under the emergency shelter regulations.

I would point out that apart from the direct construction to which I have referred this housing has been produced by supplementing the efforts of those agencies whose ordinary business it is to deal directly in new housing. We have supported the builders with guarantees, we have supported the lending institutions by joint participation in National Housing Act loans; during the immediate post-war years we ensured that materials flowed into the residential field. Generally, the policy was then, as it is now, for the federal Government to give secondary help and assistance rather than to assume a primary rôle.

I would like to discuss for a few moments some of the provisions of the Act and to lay emphasis upon those few sections which supplement the basic policy of the Government to utilize to the utmost existing private mortgage outlets and other private agencies directly connected with the construction of houses.

It will be recalled that apart from the provision for direct government loans to limited dividend companies, the National Housing Act, passed in 1944, relied upon the initiative of private enterprise and old established institutions to use their facilities to provide new housing.

In June 1947, Section 31A was introduced. The difficulty had arisen that the lending institutions were unable or unwilling to make loans in outlying areas. The new section authorized Central Mortgage to make loans on the same terms to the borrowers as joint loans where such loans are not being made by lending institutions.

Since the introduction of Section 31A its application has in practice been widened to cover three other types of housing. First, rental insurance projects for which private institutional mortgage loans are not available may qualify for direct corporation loans. Second, the 90 per cent loans available in respect of houses for defence workers are made on direct corporation account under this section. And third, since last July loans placed by lending institutions, acting as agents of the Corporation, may be made on direct corporation account in centres of from about 5,000 to 50,000 population. Some of these centres were being deprived of mortgage money and the agency arrangement was conceived to prevent the withdrawal of National Housing Act benefits therefrom.

Under Section 31A of the Act net loans have been approved to the end of 1952 in respect of 16,290 dwellings. Of these, 13,030 were under the rental insurance plan, 1,848 were in areas outside the operations of lending institutions, 1,974 were in connection with 90 per cent loans for defence workers' housing, and 96 were under agency agreements.

Another change in the National Housing Act took place in June of 1948 with the introduction of the rental insurance plan. This was devised to establish incentives to promote the construction of more rental housing by builders. Under the plan the Corporation is authorized to make certain guarantees in regard to new rental housing projects, in return for an agreed premium. To builders of approved projects the Corporation guarantees a minimum gross annual rental. The amount of guaranteed rental itself is calculated as enough to pay all operating and financial costs and provide to the owner of the project a return of 2 per cent on his equity. As a condition of this guarantee the rental units come under a rental ceiling set by the Corporation for a period of three years. By the end of 1952 the number of rental dwellings for which this type of guarantee has been approved was over 18,000.

During the post-war years the only important new supply of low rental housing was provided by the veterans' rental program. This had been achieved by arrangements, with the approval of provincial governments, between the federal Government and the municipalities whereby a portion of the land and services was provided by the municipality and the construction was carried out by the federal Government. By the middle of 1949 this program had come to a conclusion and at

that time, by amendment to the National Housing Act, Parliament authorized the Government to enter the field of public housing through the medium of Section 35. It was felt that a more permanent arrangement for providing housing, and particularly rental housing, was required for those whose needs could not be met by existing facilities of the National Housing Act. It was also considered that some positive action should be taken to assist in the solution of one of the most pressing problems which had already beset the production of housing—that is, the lack of serviced land. Not only was Section 35 designated to deal with these two problems, but it also fitted into our federal structure of government by leaving initiative with the provincial governments so that arrangements with municipalities could take place through them.

Most provincial governments have responded by enacting legislation which enables them to work with the federal Government in partnership, the general basis being that the federal Government provides 75 per cent and the provincial governments 25 per cent of the funds required for work undertaken through Section 35. The provincial governments are, of course, free to share their part of the costs with municipalities in whatever proportion they may see fit.

In the application of Section 35 to low rental housing we have now established some basic principles of administration. The ownership of such low rental projects is vested in the federal-provincial partnership and a local housing authority is set up to manage the property.

It is the firm policy of the federal Government that federal subsidies provided under Section 35 of the Act shall be made available only to families which need such assistance in housing. We believe that it is improper for the taxpayers as a whole to subsidize families who can afford to pay economic rentals or their equivalent in the home ownership field. In this respect our policy is similar to that of the United States.

In addition to the subsidized low rental projects, we have undertaken rental projects which do not involve any subsidy but produce a rent revenue sufficient to recover full costs of amortization, management and local taxes. The tenants eligible for this housing must have incomes not less than four and not more than six times the rent.

The land assembly operations under Section 35 are quite distinct from those which involve the construction and owner-

ship of rental projects, though they are based on the same ratio of federal-provincial financing and the same sharing of profits or losses. Here the financial resources of the federal Government are available to assist municipalities in the preparing of land for residential use. We have so far undertaken with the provinces to acquire 24 tracts of land ranging in size from 10 acres to 500 acres which will yield 11,900 serviced house lots.

Mr. Speaker, I have reviewed some of the actions taken under the National Housing Act in order to give some background for the amendments now being proposed. It will be clear to hon. members that the rôle of the federal Government in this field is a complex one. The Government must deal on the one hand as a mortgage banker in full co-operation with the financial institutions who have their own proper purposes. On the other hand we must deal in a co-operative spirit with provincial governments who have jurisdiction in the field of housing and who have widely differing traditions and attitudes in the matter of housing. And finally, the construction that results from our efforts is placed in the local community and must complement the present array of buildings there. Now it is a feature of the National Housing Act as originally introduced and frequently improved by Parliament that it enables the lending of support by the federal Government on behalf of the citizens of Canada to meet a wide variety of needs. I venture to say that in no federal state outside Canada is there found a more comprehensive, flexible and versatile instrument to help the people meet their need for shelter than has been passed by Parliament.

I opened my remarks today with some observations on the housing program of 1952. The rising levels of starts and strong demand in 1953 will, I am sure, prove a source of gratification to all of us. But we are still faced with difficulties.

Most important among these I consider the shortage of serviced land. The post-war rate of housing starts has far exceeded the rate of lot development and the growth of municipal services, such as sewer, water, road and school facilities. Therefore the amount of available serviced land has rapidly diminished. In some centres substantial programs of new residential development must wait on the provision of additional serviced land, and in others a similar situation is approaching. An increasing proportion of current house building requires the development of new land.

This problem has two important aspects, that of the municipality, and that of the house buyer. The problem of the municipality is more immediate. For the municipality, residential land developments means the extension of pavements and existing utilities and commonly involves the provision of new schools. In some cases further land development may require enlarged central pumping plants and the like. In any case, such land development means heavy municipal expenditures. These expenditures must be financed by municipal borrowings. Because of unwillingness or inability to borrow, the municipalities do not always respond as soon as the need for additional serviced land arises. The financing problems are of particular severity in metropolitan environs where the growth associated with a great city is apt to be thrust upon a junior municipality which is predominantly residential, and which lacks those commercial and industrial assessments that bulk so large in the ordinary municipal tax base. It is this non-residential property that has traditionally given some relief to the home owner in paying for expensive urban services.

The development of serviced land under Section 35 is providing financial relief to municipalities only in respect to the installation of facilities within the project. The municipality must still meet the costs of school construction, trunk main extensions and the expansion of central municipality plant.

As that problem is solved and serviced land is made ready in greater quantities, it may be necessary to stimulate a corresponding increase in the flow of mortgage money. The introduction of the agency arrangement in 1952, by which the Corporation extended the direct loan facilities of Section 31A to cities of from 5,000 to 50,000 population, is already a step in that direction.

Life and fire insurance companies, trust and loan companies and fraternal societies are the main source of private mortgage money for new houses in Canada. These institutions have played a most important rôle in financing house construction. Their participation in the mortgage lending field increased from 1951 to 1952. Commitments in the whole mortgage field in 1951 amounted to \$434 million and in 1952 to \$497 million, an increase of 15 per cent. The increase of commitment in the residential field is even greater. I mention these figures because I would like to consider them in relation to the whole investment operation carried out by these companies. The level of net mortgage

investment by these companies in 1952 absorbed about half of their total increase in assets during the year. Their mortgage holdings at the end of the year represented something more than one-quarter of their total assets. Present levels of institutional mortgage investment indicate that lending institutions are not just to maintain but to increase the relative importance of their mortgage portfolios.

Now to deal more directly with the terms of the bill before the House: The first amendment vests in approved lending institutions the power to act in an agency capacity on behalf of Central Mortgage and Housing Corporation. This is accomplished by adding paragraph (c) to subsection (1) of Section 3 of the present statute. That section provides that notwithstanding limitations that may be contained in other legislation, an approved lending institution shall have power to make loans in accord with and in the proportions mentioned in the National Housing Act. In this connection hon. members will recall that the Insurance Act normally limits mortgage lending by insurance companies to 60 per cent of the lending value whereas under the National Housing Act this is increased to 80 per cent by government participation. The section in addition authorizes lending companies to purchase mortgages from Central Mortgage. No change is made in these particulars. The new clause authorizes the agency provisions. It is being included by way of abundant caution. We felt that the present legislation is adequate but while lending institutions believe that they have the power to act as the agent of the Corporation, they indicated that they would feel more secure if there was an expressed empowering provision in the National Housing Act.

As hon. members are aware, under Section 31A of the National Housing Act the Corporation makes loans on its own account on terms similar to joint loans in communities of about 5,000 and less. Lending institutions have been servicing the larger centres of population. Last year, however, when mortgage money did not appear to be available to give full coverage of all areas in Canada, the Corporation was authorized by the Government to make an arrangement with lending institutions by which they could make loans in areas up to 50,000, with the funds being provided by Central Mortgage. Under the arrangement the companies administer the loans for the first two years, during which time they have an option under which they can purchase a three-quarters interest in the loan, thus

reconstituting it as a joint loan. At the present time five companies have signed the agency agreement, and up to the end of the year 96 loans had been approved.

Another provision in the bill empowers the Corporation on its own account to make supplementary loans for borrowers' charges. Under the statute, where there is a joint loan in existence the company and the Corporation together may make a supplementary loan to a borrower for the purpose of protecting the mortgage security. It would be helpful if the Corporation had the same power in respect of direct corporation loans to meet emergency cases that might arise. As an example, there might be a failure of a central heating plant in a large housing development financed by the Corporation after a period of years and the owners might not be in a position to finance the installation of a new plant. This would mean that the project would not be rentable. In order to put the project in a position to operate, the Corporation could finance by way of supplementary loan the cost of such installation. While we do not look forward to cases of this kind arising, it is considered that the Corporation should have such authority.

Parliament is being asked to amend the section in the National Housing Act that established the integrated housing plan. As hon. members know, under these provisions in the Act the Corporation is authorized to enter into contracts with builders to encourage the construction of houses for sale to veterans. The existing legislation provides that such contracts shall require the builder to finance the construction of the houses under the provisions of the National Housing Act and to offer the houses so built for sale at a price not exceeding the price fixed in the contract with Central Mortgage. The section further provides that the Corporation shall agree to purchase from the builder any house that he is unable to sell on the market. It is now proposed that in return for the Corporation's undertaking to repurchase a house, the builder should pay a premium at a rate to be established by the Governor in Council. It is proposed further to amend the integrated housing section by enlarging the class of persons to whom houses can be offered in the first instance by builders to include defence workers as well as veterans.

The arrangement is that for a certain period after the completion of the house the builder cannot consider any applications other than those of veterans and defence workers. After the expiration of this specified period the house may be

offered on the market at or below the fixed price. If he is unable to sell it within a certain period the builder may then require the Corporation to take the house off his hands.

Then, too, there are revisions of the sections which provide for the cumulative statutory votes. For home ownership loans and losses under the previous housing acts and the existing Act an increase is sought from \$300 million to \$500 million, while the cumulative total requested for rental housing loans is \$250 million, instead of the present \$150 million.

The rent control period for rental insurance projects in the present legislation is being dealt with. The amount of rent that may be charged by a borrower in respect of each unit of a project financed under the rental insurance plan is limited by an agreement between the Corporation and the borrower.

Under the present legislation the period of control, which is three years, runs from the date of completion of the entire project. The provision has worked a hardship in the case of very large projects in which the completion dates for the various units may extend over a period of years. The new legislation would permit the rent control period to be on a unit basis. Administratively, it will be dealt with by groups of units.

The bill contains a revision of the rehousing sometimes referred to as slum clearance, provisions of the National Housing Act. Section 12 of the Act provides for federal grants to a municipality to assist in clearing, replanning, rehabilitating and modernizing slum areas or blighted or substandard areas.

As it presently reads, Section 12 authorizes the Minister, with the approval of the Governor in Council, to make a grant to a municipality to assist it to acquire and clear a slum area. It is a condition of the grant under the present legislation that the area which is acquired and cleared be sold to a limited-dividend housing company for the construction of a housing project under Section 9 of the Act, or to a life insurance company for the construction of a housing project under Section 11. As hon. members know, Section 9 provides for loans for low rent housing, and Section 11 authorizes lending companies to proceed with the construction and operation of low and moderate rental housing.

At present the amount of the grant must not exceed one-half the difference between the cost of the acquisition and clearance of the land the price at which it is sold to a limited-dividend company or a life insur-

ance company. The remainder of the excess costs must be borne by the municipality or by the province and the municipality jointly. The proposed amendment provides that in addition to the possible sale of the land to a limited-dividend company or a life insurance company it may also be sold to a province and Central Mortgage and Housing Corporation jointly for a housing development under Section 35 of the National Housing Act. This is in accordance with the recommendation of the standing committee on banking and commerce after it completed its study of the annual report of Central Mortgage and Housing Corporation last year. The basis of sharing the costs of acquisition and clearance will remain unchanged. The cost of the future development under Section 35 will be borne 25 per cent by the province and 75 per cent by the federal Government. The present legislation requires that the cleared area be redeveloped for housing purposes. The proposed amendments will permit the cleared area to be used either for housing purposes or for a municipal, provincial or federal public purpose, provided that the municipality makes available for a housing development an alternative area of a size sufficient to house at least the same number of persons as were living in the cleared area. The provision relating to the use of an alternative area will apply only where the slum area to be cleared is designated on the municipal plan for use ultimately for public purposes.

In conclusion, Mr. Speaker, I would like to explain that part II of the bill comprising Sections 8 to 15 constitutes a rewrite of Sections 1 to 7...

Mr. Donald M. Fleming (Eglinton): Mr. Speaker, it is evident, both from the terms of Bill 339, and from the interesting statement just made to the House by the Minister, that we are dealing with a bill of limited objectives and limited extent. Indeed, contrary to the expectations of some hon. members, the bill does not seem to go much beyond the terms of the resolution debated in the House on April 21.

Sir, I am sure there will be no question as to the desire of the House to give full support to the bill, limited as its objectives may be. Indeed, it may be said that at no time has Parliament hesitated, when called upon to enact housing legislation in any form which would be of assistance in meeting this great and still pressing problem.

Similarly, when questions have arisen—and I refer to the entire post-war period—as to making greater sums of money

available from the consolidated revenue fund for the assistance of housing, and to implement sound schemes, there has never been any hesitation on the part of Parliament to provide what was required. Therefore it may be assumed that while the bill may not go as far in its objectives as some may have hoped, nevertheless to the extent that it does attempt to improve our housing legislation it will, I am sure, have the support of hon. members.

The Minister said less than I had hoped he would say concerning the need for housing in Canada....

Mr. J. W. Noseworthy (York South): My criticism of the bill before us, Mr. Speaker, is that, as a bit of patchwork of tinkering with the National Housing Act, it has some merit. But it does not touch the root of our housing problem. When speaking during the resolution stage of this matter on April 24, I pointed out that, although the Government has been negotiating with the finance companies and the real estate companies ever since the war, it has not yet evolved a housing policy that has met the situation.

The facts, as I pointed out, are that the backlog of housing that existed at the end of the war still exists and has increased....

Mr. E. G. Hansell (MacLeod): ...I think all hon. members will agree that what is needed is some action which will enable those of low income to purchase their own homes. That can be done only by offering them low initial payments, in the first instance. I am not opposed to the procedure of borrowing on homes. As I have said before, most people would not own their own homes if they had not had the opportunity of borrowing money in the first instance. However, there are vast numbers of young married people who are now starting out in life—and perhaps some older people too—who are in the lower income brackets, who are paying rent, sometimes high rent which takes up a great proportion of their income. These are people in the lower income brackets who could not possibly begin to build houses because they have not sufficient money to make the initial payments....

Mr. George H. Hees (Broadview): ...I should like to deal with the question of the interest rate and the amortization period. On National Housing Act loans it is necessary to pay 5½ per cent interest, and to pay the loan off over a 20-year period. This requirement makes it extremely difficult indeed for a person earning a modest income to carry the charges on a new house. I should like once again to cite

what has been done to meet this situation in the United States. There, loans are made at rates as low as 4 per cent, and the amortization extends over a period as long as 30 years. This provision has made it possible for people earning a modest income to carry the charges on a new house....

Mr. John Hunter (Parkdale): ...Let us try to get down to the facts of this situation. I was interested in some of the suggestions offered by the hon. member for York South (Mr. Noseworthy). He suggested there should be direct loans by Central Mortgage and Housing Corporation at 2 per cent. That is very thought-provoking and most attractive. I think most of us would like to be living in houses where the mortgage was only 2 per cent. The great bulk of the mortgage money in this country is let out by the lending institutions, by the insurance companies, the loan companies and so on.

In the case of the insurance companies, that is the money of the policyholders, and in the case of the loan companies, it is the money of the shareholders. The insurance company is holding that money in trust for its policyholders and it is their duty as trustees to invest it properly. Is it their duty to let out that money at 2 per cent when they can get 5 or 6 per cent? Obviously it is not.

If direct loans are made by the Government at 2 per cent there will be absolutely no participation by the lending institutions. It would be against their duties as trustees to lend money at that rate of interest. That means that the Government will have to provide the money. As the last speaker said, let it be an investment of government funds. What a delightful phrase, government funds. You would think that that was some mysterious money that did not come from anywhere and did not hurt anybody. We will just lend these government funds, we will just lend unlimited money for housing at 2 per cent. At the rate at which money is being loaned for housing at the present time, and with the interest which you would get with money available at 2 per cent, it would mean roughly \$1,000 million a year. It would certainly be well over \$700 million or \$800 million. That could be raised only by taxation of the Canadian people because these mysterious government funds are nothing but the money of the people.

They are advocating that this Government tax the people of this country approximately an extra \$1,000 million a year....

The hon. member for Broadview said some interesting things and on the whole he deals with them sensibly. He referred to the lack of serviced land. We all know that that is true. It is a difficult problem and it always will be with the type of municipal set-up we have in this country. Possibly it would be a difficult problem with any other type of municipal government. We all know that taxation on housing simply does not produce enough revenue to pay for schooling and other services. Most municipalities which have any type of planning board want about 35 per cent of their assessments in the form of industrial assessments. Until they get that 35 per cent they are not going to approve a plan for serviced land for housing. Not only that, it takes a large builder to service land today. The municipality is not interested in servicing land itself and putting out debentures, as used to be done. When a builder comes to them with a plan for a hundred acres, or whatever it is, they say they will approve it if he will put in the roads, guarantee the school debentures, put in the storm sewers, the water mains, the gutters and so on. All these items of service drive up the cost of the houses because they all cost money....

Another suggestion was that the down payment should be much less, possibly no more than 10 per cent. But does that solve the problem? With a down payment of 10 per cent you immediately require a loan of \$9,000 instead of \$8,000, and that increases the monthly amortization payments. Under the regulations of Central Mortgage and Housing Corporation the monthly payment, including interest, principal and taxes, should not be more than 23 per cent of the person's salary. You would be surprised at how many people would be brought outside that provision of 23 per cent if an extra \$1,000 were added to their loans. Most purchasers of these low-cost \$10,000 homes are buying them within a very few dollars of the 23 per cent provision. As soon as you add another \$1,000 to the loan you defeat your purpose—you would then have houses but you would have no purchasers.

The hon. member, along with others, suggests that the interest rate is too high and the amortization period too short. As I have said already, if we are going to get the lending institutions to put their money into the mortgage field the mortgage interest rate must be at a level which will attract them away from other investments....

Mr. J. G. Diefenbaker (Lake Centre): ...Certainly no one wants the Government

embarking on an expenditure orgy such as was contemplated in such horrendous terms by the hon. member for Parkdale (Mr. Hunter); but on the other hand the Government, having embarked on a policy of endeavouring to provide housing accommodation for so large a portion of the population as is possible, should endeavour to remove those anomalies which exist in the law or the regulations and which in any way tend to reduce that maximum production of building units which is the avowed purpose of the legislation....

Mr. David A. Croll (Spadina): ...The Minister told us today that the most pressing problem in the production of housing was the need for serviced land. I think it is the conclusion of hon. members, from what has already been said that the most pressing problem is the shortage of mortgage money. The Minister indicated that life and fire insurance, trust and loan companies were the main sources of private mortgage money. He told us today that their mortgage holdings represent a quarter of their total assets. I have no doubt his figures are correct; but it is not enough.

Mr. Fortin, secretary-treasurer of the Dominion Mortgage and Investment Association said, in response to a request for mortgage money, "But there is not enough money to go around". He said that some projects must be postponed, and that house-building mortgages must take their share of the postponement. His words appear in the *Globe and Mail* of March 25, 1953.

Last year Mr. Mansur, giving evidence before the standing committee on banking and commerce, said that 10,000 additional starts would have been made if mortgage money had been available in 1952. This means that we lost the use of some 10,000 houses during 1952 because we did not have enough mortgage money. That is a very serious matter.

Since 1947, under Section 31A of the National Housing Act, there is authority to the Corporation to make loans on its own account when joint loans are not available from lending institutions. To meet the shortage of mortgage money, direct loans have been made available in municipalities under 5,000. In August of 1952 that was extended to communities under 50,000, such as Oshawa, Barrie, Brampton, Orillia and similar municipalities. Then today the Minister said in his statement:—

The introduction of the agency arrangement in 1952 by which the corporation extended the direct loan facilities of Section 31A to cities of from 5,000 to 50,000 population is already a step in that direction.

Up to the present time 96 loans have been made under that section of the Act. The Minister knows how disappointing that is, in my view; because we are not coming to grips with the problem. I think that in the main the Minister and the Government are doing an excellent job on housing; but a new problem has arisen, and we are not facing up to it. Financing today, above all things, is limiting our ability to build houses. There just is not enough money now available to build homes. Therefore credit-worthy Canadians cannot obtain the money which ought to be available to them.

I recall very well when the occasion arose in the house to increase interest rates. It was then said—I do not suggest it was said by the Minister but certainly it was said outside the House—that if we wanted to make it attractive to the mortgage companies we had to increase the interest rates. Well, we did that; and almost immediately more money came on the scene. Now we find we are getting another squeeze. I am suggesting to the House that this is another attempt being made to increase interest rates once again.

If there is no inclination on the part of the Government to expand the loan program, surely there is an opportunity to increase the joint loan. At the present time we are participants to the extent of 25 per cent. We could participate to the extent of 50 per cent, which would make 25 per cent more money available to the public generally by way of conventional or direct loans from the mortgage companies. This would help the mortgage companies to provide available funds in order to provide more housing.

I think it would do more than that. What I am saying to the House is that if we participated to the extent of 50 per cent instead of 25 per cent it would also decrease the fear of the lending institutions against a lower down payment, or a longer amortization period. Consequently it would make it easier for people in Canada who need houses to obtain them.

If more mortgage money was available at the present time it would have an effect upon construction costs. If builders were able to plan so that they could use mass-production methods and undertake large-scale building projects, they could bring down the cost of housing. But they are unable to do that at the present time, because they cannot obtain forward commitments for mortgages.

I am considerably disappointed to find that it is necessary for us to beg money from lending institutions, on their terms; still it is not available to a great many Canadians who do not want it for speculation purposes, but merely to build homes. In the House of Commons we talk about encouraging people to live in their own homes. That is the way it should be. But on the other hand we are not doing too much to make that possible. I think the time has come when a credit-worthy Canadian ought to be able to obtain whatever funds he requires to build a home for himself and his family. If mortgage and lending institutions in this country are not prepared to make the funds available, then it is the duty of the Government to make them available. I am not talking about 1 per cent money; I am not talking about 2 per cent money. If it costs the Government 3 per cent then we will charge 3 per cent, and one-quarter per cent to cover the overhead. I am not asking for a subsidy from the Government or from anyone else. All I suggest is that there is a real and vital problem which concerns all of us, and which is not receiving the attention it deserves....

Immigration

April 23

Hon. W. E. Harris (Minister of Citizenship and Immigration): ...And now, Mr. Chairman, I would like to take just a very brief look at the future. The Government is fully aware that Canada needs more people, that we cannot fulfil our destiny and develop our resources with a population of only a little more than fourteen and a half million. The Government is fully aware that natural increase will not alone provide the population we must have. The Government is aware also of the fact that the difficult times we had in the 1930's had an effect on the natural increase and the number of Canadians reaching working age is lower than normal at the present time. Accordingly the Government will continue its program of immigration to stimulate Canadian growth and Canadian development.

To give effect to this, we are now selecting immigrants on a very wide basis. First priority, of course, is being given in all countries to the movement of close relatives of people already established in Canada. I believe hon. members will agree with this. However, the close relatives are only a percentage of those we are selecting now. For instance, in all countries where we have immigration offices, outside of

Asia, we are selecting, in addition to the close relatives, anyone who meets our qualifications and for whom there are opportunities in Canada. There is one exception to the above; that is in the Netherlands, with which country we have an agreement for the selection of immigrants. In those countries where we have no immigration offices we are able to deal only with cases of close relatives and cases of exceptional merit.

The approach will continue to be a realistic one, with the development of our economy the guiding factor. We shall anticipate future developments as closely as we can and gear our immigration program to them, realizing as we do that the next few years will present greater opportunities for the growth of the Canadian nation than ever before, and that under these circumstances there is an obligation on the Government to seize the opportunity and make the maximum use of it, not only in the interests of our people but in the interests of peace.

Canada has much to contribute to the peace of the world; and that contribution will be the greater as we grow in numbers, not only by natural increase but by the addition to our population of others who will acquire Canadian ways and add something to our national life, and who are quite prepared to play their part in building and defending their country of the future.

Mr. Gillis (Cape Breton South): ...This is a subject about which I do not think we have had sufficient discussion. In my opinion the whole future of Canada depends to a great extent upon what our immigration policy may be, and how well we plan it. In my view immigration cannot be discussed intelligently unless other related factors are considered. Immigration, employment and housing are in my opinion interrelated; and a considerable amount of study and planning must take place if our immigration policy is to be realistic and successful.

The Canadian Congress of Labour and the Trades and Labour Congress made representations to the Government within the last few months. They had a section in their brief dealing with this particular matter. They are not opposed to immigration, but they believe in planning it and considering all the factors related to it.

One of the fields that must be carefully surveyed by the Department of Citizenship and Immigration and the Department of Labour is the field of employment. Mr. Mosher, President of the CCL, speaking only last week in Saint

John, New Brunswick, suggested that unemployment could be looked for from some of the signs they are seeing today, such as a growing resistance of employers to increased wages, the general unrest that is beginning to creep in which indicates a levelling off, and so on. With the curtailment of defence spending in the foreseeable future, pockets of unemployment might develop across the country. These are all things which the Department of Immigration should check closely with the Department of Labour.

I know that if you go across the country from the Maritimes to British Columbia you will find that in large industrial centres like Montreal, Toronto, Windsor and Vancouver there is growing uneasiness on the part of the industrial worker because of the influx of people from other parts of the world into those particular centres. I think that adds up to a lack of planning. If you have a recession in those areas you will have a bad unemployment problem. I think the whole matter of immigration should be predicated on developing the country, not just bringing them in and laying them down in the centres where there is employment. If we are going to develop Canada it must be opened up. You cannot continue to concentrate in the centres as we are doing at the present time....

What the Government professes to do is bring in only the kind of labour we are short of, when we are short and where we are short. But that is not always as easy as it looks. The National Employment Service may report a shortage of such and such a kind of labour today and may even predict that the shortage is likely to last for some time. But by the time the immigrants have been found, selected and shipped in, the shortage may have vanished or may even have turned into a surplus. Sometimes at the right time shipping is short, and at the wrong time it is long. To cap it all, immigration really comes under two government departments—that is what I was pointing out a few minutes ago—Labour and Citizenship and Immigration; and to the extent that there is consultation, co-operation and understanding between the two Departments with respect to employment, number of immigrants, class of immigrants and where they should be placed, to the extent that these two departments are working together and co-operating, then to that extent will the Government's policy be in line with what the requirements of the country are and in the right spots.

Has post-war immigration caused unemployment? From 1946 to 1951 inclusive we brought in about 625,000 immigrants. Total emigration in the same years was about 207,000. That many left the country. But many of these people entering the country do not come into the labour force at all. Total adult immigrants, less married women, numbered about 331,000, and total adult emigrants, less married women, about 112,000. Therefore net immigration into the labour forces in the whole six years was only about 219,000, and many of these people do not come into the labour market.

In the five years from 1946 to 1950 about 46 per cent of the male immigrants were classified as agricultural or trading. Most of these were probably farmers or small merchants. In 1951, the peak year for post-war immigration, net adult immigrants, less married women, came to about 85,700, and about 28 per cent of the immigrant workers were farming class, trading or professional. In the first six months of 1952 almost 31 per cent were so classified. As our total civilian labour force now runs to about 5,200,000, and our total of wage and salary earners plus unemployed to about 3,900,000, it is evident that immigrant workers form only a very small proportion of the labour supply.

This of course does not dispose of the question. If the cup is already full, a few drops will make it overflow. But until last fall, when unemployment started rising markedly over the year before, there was seldom any suggestion that immigration was responsible for unemployment. In Ontario, which got about half the immigrants for the years 1946 to 1950, unemployment was usually low enough that nobody bothered. Quebec had much heavier unemployment, but got only about 17 per cent of the immigrants. The Atlantic provinces, which had the heaviest unemployment of all, got only 5 per cent of the immigrants. In the fall of 1951 unemployment in Ontario, though still probably much lighter in proportion to total number of workers than in any other region, began to show spectacular increases over the year before. By April 1952, it was running close to double. In Quebec the increases were less spectacular and came later, but they started from a much higher level. Both provinces also showed big increases in a short time.

All you can deal with are the 1951 and 1952 figures because the figures are not available up to date. I think the figures that I am using show pretty well the trend in employment, and I think they dispose of the arguments that immigration from

1946 to 1951 was responsible for great unemployment. It certainly was not. The figures do not show that, although there is a marked trend in the road to unemployment at the present time.

In the nine months from October 1951 to June 1952 the number of immigrants to Ontario was more than 50 per cent higher than in 1950-1951. Immigration to Quebec more than doubled. Immigration to British Columbia rose nearly 80 per cent. At the beginning of July 1952, unemployment was higher than in July 1951 in every single region, almost 58 per cent higher in Quebec, almost 43 per cent in British Columbia, almost 38 per cent in Ontario, 21 per cent in the Atlantic region and 15 per cent on the prairies. It does not follow that this was the result of immigration. Only a detailed study of where the immigrants went and into what industries and what job would tell us that.

But it certainly looks on the face of it as if the last quarter of 1951 and the first half of 1952 would have been a good time to ease up on immigration. Instead, the Government seems to have done just the opposite. The Government might reply that unemployment will soon give way to shortages and then we will need the extra workers in a hurry. But even the *Financial Post* of July 5 said there would probably be more unemployment next winter than in the winter before. It had this to say:—

Demand is not nearly as buoyant as had been expected... It seems evident now that the defence program is getting to the point of levelling off, so far as labour demand is concerned. There may be an increasing demand for skilled workers but the overall picture will remain about the same.

Yet in the first six months of 1952 immigration of unskilled and semi-skilled workers was about 35 per cent higher than in the first six months of the year before, a slightly higher percentage increase than for skilled workers. This needs explaining, to say the least. In a discussion last evening on the matter of education I pointed out that you can go to the employment offices across the country and find large queues of unskilled workers, and at the same time the bulletin boards in the employment offices will show that there is quite a demand for skilled workers, mechanics, toolmakers and so forth. We have not been placing enough emphasis on the matter of vocational training in this country, and we have been importing unskilled labour when there is an oversupply in the country at the present time.

The immigration figures for skilled and unskilled workers that I have just quoted

show very clearly that we are aggravating a situation that is already bad. Our selection of immigrants should be along the lines of the requirements of the country, but in the last year we have imported unskilled labour when we should have been bringing in skilled people to fill vacancies that already exist at the employment offices. We have been carrying on practically no vocational training in the country to train our own people who are in the queues of the unemployed at the present time.

That is why I said it was so important that the Department of Labour and the Department of Citizenship and Immigration should work closely together. I know that the Department of Labour has the information and the trained personnel who can put their fingers on any given situation across the country in the field of employment, with respect to where immigration is needed, what kind of immigrants, etc. I know the Minister of Citizenship and Immigration understands this just as well as I do, but he is a busy man with a big department to handle. He is pestered a lot by Members of Parliament and others, and it does no harm to check his memory on these things....

April 24

Mr. E. D. Fulton (Kamloops) .. Last night the Minister made a general statement on immigration... The Minister in introducing the second part of his remarks said at page 4328 of *Hansard*.—

And now, Mr. Chairman, I would like to take just a very brief look at the future.

We hoped that we would get a very definite and positive statement of Government policy, but I feel that most of us who hoped that will be disappointed in that the Minister's statement, while a statement of broad general principles; was not what we had hoped to have in the way of a statement of policy. There is in it no indication of specific objectives or of specific limits of the broad general principles which are going to be applied by the Government in giving effect to those principles. In view of the importance of the subject I do think that we are entitled to know just what the concrete, positive program of the Government is with respect to immigration into Canada in the next few years. To what countries are we to look for the major sources of inflow of population? What limits of numbers or what objectives with respect to total immigration has the Government in mind or what is it seeking to achieve in bringing people into Canada?

We are still left with the question, quite unanswered, of exactly what that means in terms of numbers of people coming into Canada, and arrangements for their reception, their employment and their housing—all matters which, as the Member for Cape Breton South has pointed out, go hand in hand with immigration policy. We are left without any information on those specific subjects and I must say, Mr. Chairman, that although the Minister refers to a program of immigration to stimulate Canadian growth and development, and says that such is the Government's policy, my impression is rather to the contrary. My impression is that the Government is certainly not doing very much to stimulate immigration in the sense that it will contribute to the growth of Canada, but rather the Government is following an extremely cautious policy. I have the feeling, anyway, that there is some slight pressure on the brake pedal, and that rather than stimulating the growth and development of Canada we are hardly keeping pace—if we are in fact keeping pace it is only just keeping pace—with the demand which, as the Minister said, the nature and future of Canada makes for an increase in population. In particular, we are hardly keeping pace with the demand for farm workers. I think anyone coming from an agricultural constituency will agree that there is a considerable shortage of farm workers, and that the Government's immigration policy does not seem to be in tune with the necessities in that regard....

Unemployment Insurance

May 4

Hon. Milton F. Gregg (Minister of Labour) moved that the House go into committee to consider the following resolution:—

That it is expedient to introduce a measure to amend The Unemployment Insurance Act, 1940, to provide for the payment of unemployment insurance benefit to insured persons who, while otherwise unemployed and entitled to benefit, become incapacitated for work by reason of illness or injury.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

Mr. Gregg: The effect of the bill to be founded on this resolution will be that a person who is in receipt of unemployment insurance benefit will continue to receive such benefit, notwithstanding the fact that he may be incapable of or unavailable for employment by reason of illness, injury or quarantine.

The law as it now stands requires the Unemployment Insurance Commission to deny benefit to a claimant in respect of any day on which he is incapable of or unavailable for work. These are normal conditions for the orthodox type of unemployment insurance, and they were essential during the early development of the Canadian scheme. We now seek to modify those conditions.

Experience has shown that considerable hardship resulted from the application of the conditions to which I have referred, in that benefits were denied unemployed persons simply because they fell ill or were injured. I think that we can all agree that a person who is unemployed, and drawing benefits, needs these benefits when he is sick just as much as and more than when he is well. The desire to do something about it has been in our minds for quite a while, and the delay in putting such a plan into effect has been caused by long and intensive study to see how jurisdictional and administrative difficulties might be overcome. In fact, Mr. Chairman, the extension of this study is the only reason I am so late in the session in introducing this legislation. I believe that most of these difficulties have now been solved in so far as they are related to the step now proposed.

I feel that I should point out to hon. members that this proposal does not extend to the insured worker who becomes unemployed because of sickness or accident. However, benefit can be paid to such a worker after he has recovered from the illness, if no suitable work is then available for him.

There will be no change in the rate of benefit nor in the method by which the duration of benefit is established. I am unable to give a precise estimate of the added cost to the fund. It is not felt that the plan will add materially to the number of insured persons filing claims for benefit. It will of course increase the number of days for which benefits are paid. It is felt that the proposal can be taken care of, for the present at any rate, without asking for additional contributions to the unemployment insurance fund. I do not believe that the additional cost of administration will be great.

It is realized that the proposed amendment does not go as far as has been suggested by the labour congresses, by some members of this chamber and by others. However, the plan will give the Commission some very useful experience in this further extension of unemployment insurance benefits.

The proposed amendment has been considered by the Unemployment Insurance Advisory Committee and that committee has been pleased to report favourably thereon.

I recommend the resolution to the committee.

Resolution reported, read the second time and concurred in.

Mr. Gregg thereupon moved for leave to introduce Bill No. 366, to amend the Unemployment Insurance Act, 1940.

Motion agreed to and bill read the first time.

May 6

Hon. Milton F. Gregg (Minister of Labour) moved the second reading of Bill No. 366, to amend the Unemployment Insurance Act, 1940.

Motion agreed to, bill read the second time and the House went into committee thereon, Mr. Beaudoin in the chair.

On Section 1—*Illness during benefit period*.

Mr. Gregg: Mr. Chairman, I propose to make only a very brief statement. . . It has to do with the availability of suitable work for an unemployed worker when he becomes sick. On that point I shall make a brief and carefully prepared statement. As is evident, the amendment has to do with Section 27 of the Act. That section contains three basic conditions precedent to the payment of benefit. These three conditions must be met for every day the benefit is paid. They are, of course: (a) that a person must be unemployed; (b) that he must be capable of and available for work; and (c) unable to obtain suitable employment.

The first of these, as I have indicated, is that the claimant must be unemployed, and the second and third are as I have stated them. The amendment modifies the second condition and allows the payment of benefits while he is incapacitated by reason of illness, injury or quarantine. The two other conditions, namely, that he must be unemployed and unable to obtain suitable employment, remain exactly as they were. The claimant must still prove that he is unemployed and he must still prove that he is unable to obtain suitable employment. When a job is offered to a claimant he will not be disqualified if he proves that he is genuinely ill. But if he fails to prove that he is ill, he will then be disqualified under the normal procedure of the Act.

I am sure that the work test that was and is still in the Act will be used by the Commission in a judicious manner in order

to prevent any abuses of the fund. Generally I am quite confident that the insured population will not abuse their rights under the amendment to the Act. On the other hand, the Commission will apply the extensions fairly and generally and in a humane manner but will stand ready to use its powers to prevent any unwarranted claims on the fund...

Mrs. Fairclough: I take it from what the Minister has said that a beneficiary who is ill must prove his illness in some manner or that he cannot make his regular report because of illness. That means practically that he must have a doctor's certificate to that effect.

Mr. Gregg: May I interrupt? What I said was that when a job is offered to a claimant who is ill he will not be disqualified if he proves that he is genuinely ill.

Mrs. Fairclough: That is a different point entirely. It is not necessary for him to prove that he really is ill. In other words, he still collects the benefits on his word that he is ill provided no employment is available. But when employment becomes available it is necessary for him to prove that he is genuinely ill. That really adds considerably to the scope of this amendment because it means that if work becomes available and he is genuinely ill he continues to collect those benefits for the period of time for which he is entitled to benefits.

Mr. Gregg: That is correct.

Mrs. Fairclough: In that case I would think that the amendment has gone far beyond the scope of what appeared on the surface when it was first brought down. I think it is a good step in the right direction.

Mr. Knowles: What machinery is provided to enable a person, who continues to be eligible to draw benefits, being able to actually collect those benefits? At the moment an unemployed person who qualifies for benefits collects those benefits by reporting each week. What will be the machinery for collection in the case of a worker who has qualified, starts to draw benefits, and then because of illness is not able to report? Can someone else report for him? Can it be done by mail? What is the plan?

Mr. Gregg: It is not with any intent of avoiding answering the question, but I hesitate since that is one of the things the Commission is working out. I would not want to tie their hands or embarrass them by giving a spot answer. All I can say is that the best and quickest possible method will be worked out and put into effect as soon as possible.

Section agreed to.

Section 2 agreed to.

On Section 3—*Illness during benefit period.*

Section agreed to.

Section 4 agreed to.

Bill reported.

Mr. Gregg moved the third reading of the bill.

Mr. Knowles: By leave.

Motion agreed to and bill read the third time and passed.

Fair Employment Practices Act

May 4

Hon. Milton F. Gregg (Minister of Labour) moved that the House go into committee to consider Bill No. 100 to prevent discrimination in regard to employment and membership in trade unions by reason of race, national origin, colour or religion.

Motion agreed to and the House went into committee, Mr. Beaudoin in the chair.

The Chairman: May I point out that this bill has been considered by the standing committee on industrial relations and reported to this House with amendments to Section 2, Section 4 and Section 6 and a Section 13 added.

On Section 1—*Short title.*

Mrs. Fairclough: Mr. Chairman, I think the amendments which the Minister will move in due time and which were suggested by the committee have substantially improved the bill. I must say that I am in complete accord with every one of them, and I think the committee as a whole was in accord with the recommendations which were finally forwarded...

There is only one other comment I would like to make, and it is that I still regret that provision was not made in this bill for an educational program. I think the whole matter of education should go hand in hand with the administration of this bill. I know you cannot promote such a program unless provision is made to pay the cost of it. The very fact that no provision is made for an appropriation for this work would indicate that there is no intention to proceed with it. I do not mean to say that there is no intention to proceed with the administration of this Act, because I understand that plans are already under way to take care of it within the existing structure of the department. I feel that the officers of the department are fairly well loaded down with work, and that at best it could not receive the attention which is due to such an important piece of legislation. As I said on a previous occasion, I see no

provision in the bill for the educational program which I am certain is necessary if this legislation is to attain its full scope.

Mr. Gregg: Ever since this matter was under consideration, without mentioning the *verboden* word "education" in this House, I have always considered that Section 10 on page 5 of the bill takes care of the situation. It reads as follows:—

The Minister where he deems it expedient may undertake or cause to be undertaken such inquiries and other measures as appear advisable to him to promote the purposes of the Act.

Provided, as the hon. member has said, the cost of such measures are covered in the estimates, I have taken that as authority to carry out the kind of thing she has in mind.

Section agreed to.

Sections 2 to 12 inclusive agreed to.

On Section 13—

Mr. Knowles: Mr. Chairman, Clause 13 was one of two clauses which some of us did not think exactly necessary but certainly we have no objection to it. I believe it provides that the Act shall come into force on the 1st day of July 1953. We are glad to give the department that much time to get ready to put the Act into operation and we think that it is a matter of sufficient significance to call attention to the fact that this important piece of legislation will come into effect on Canada's birthday, July 1.

Section agreed to.

Bill reported, read the third time and passed.

Voluntary Revocable Check-off

May 5

Mr. A. F. Macdonald (Edmonton East): Mr. Speaker, I beg to move, seconded by the hon. member for Spadina (Mr. Croll):

That the second report of the standing committee on industrial relations presented on Tuesday, April 28, be now concurred in.

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, before this motion for concurrence in the second report of the standing committee on industrial relations is carried, I should like to say just a few words. As hon. members are no doubt aware, the second report of this committee was tabled on Tuesday, April 28, and indicated that the committee had endorsed the principle of Bill No. 2 and recommended that the principle of the said bill, together with the submissions included in the printed evidence, be studied by the Government in connection with its review and proposed

revision of the provisions of the Industrial Relations and Disputes Investigation Act.

No doubt hon. members are aware that Bill No. 2 is my bill which called for writing the check-off of trade union dues into the federal labour code. I certainly would not take the time of the House now to go into this matter at any length as it has been debated frequently in the House. Some of us would have liked to have seen progress made in the form of a legislative enactment at this session, but we are at least glad that this much progress has been made. After my bill having been defeated on several occasions, its principle has now been endorsed by the committee, and the motion now before us proposes that the House likewise endorse it and recommend to the Government that the matter be studied.

I think attention should be drawn to the fact that the request for a study of this matter includes more than just what was in the bill. It asks the Government also to study even more advanced ways of providing union security as suggested in some of the submissions included in the evidence that has been laid on the table of the House by the industrial relations committee.

As I say, some of us had hoped that we might get further than this at this session, but at least we are making progress. I trust that the study that will be made of this measure on the recommendation of the committee will result in some form of the check-off being written into the federal labour code at the earliest possible date.

Old Age and Blind Pensions

May 11

Mr. Stanley Knowles (Winnipeg North Centre): ...we appear to be coming to the end of this Parliament, we appear to be approaching a general election, without anything having been done by the Government that is now in power with respect to the amount that is paid to our old age or blind pensioners.

This 21st Parliament of Canada has to its credit that it took a very important step when it removed the means test from the old age pension for those aged 70 years and over and made certain other changes, such as starting a pension at age 65, but the amount of \$40 has not been changed since just before the election of 1949. In that period of four years the cost of living for our old age and blind pensioners has gone up tremendously. Likewise, in that period of time Canada's productive capacity has soared to a startling degree. Yet no steps have been taken to pass on to our

old age pensioners, or to the blind, their share of that increased wealth of this country.

My case is simple and it can be put very briefly. I feel that steps should be taken to increase the amounts of the old age assistance pension, the old age security pension and the blind persons' allowances to a figure of not less than \$60 a month. I suggest that figure because of what I referred to a moment ago, namely the tremendous increase in Canada's productive capacity since 1949. I take that year because that is the year in which the \$40 a month figure was set. In 1949 our gross national product was of the order of \$16 billion. For this year the Minister of Finance (Mr. Abbott) says that it will be of the order of \$24 billion. In other words, in that period of four years we have experienced and achieved a 50 per cent increase in our gross national product, in the capacity of the Canadian people to produce real wealth.

I suggest it is only fair that we pass on that same proportion to our old age and blind pensioners by increasing their pensions by at least 50 per cent. I know there are hon. members in the House who will say immediately—they are probably saying it in their own minds—that while they agree with me in spirit that our old age and blind pensioners deserve this increase, they are asking themselves the question: Can we afford it? What will it cost?

To increase these pensions by the amount I have suggested would cost of the order of \$200 million. I arrive at that figure by computing the total amount that the Dominion and the provinces are now paying to our elder citizens and to the blind, and I find it is something less than \$400 million. To increase these pensions by 50 per cent would therefore involve an increased payment out of the wealth of this country of about \$200 million.

May I point out that in this very year the Minister of Finance indicates that we shall increase our gross national product by five times that amount, namely, by \$1,000 million. May I point out also that since 1949, when the figure of \$40 a month was set, we have increased our national production by \$8,000 million. I suggest that to propose that we use \$200 million out of that \$8,000 million for this purpose is asking for little indeed....

Mr. Howard C. Green (Vancouver-Quadra): ...I believe that a message should go forward from this Parliament to the new Parliament of Canada indicating

that we believe this whole question should be thoroughly reviewed by that new Parliament. Such action cannot be taken this Monday morning or this week. The question would have to be carefully investigated, probably by a committee such as that which some years ago dealt with the old age security problem and the problem of our blinded Canadians.

I am convinced that these problems are of sufficient importance to warrant such a careful investigation by the new Parliament....

Mr. J. H. Ferguson (Simcoe North): ...The Government should let the country know that they have the problem on their minds constantly. I am willing to go so far as to say that I do believe that the Minister of National Health and Welfare (Mr. Martin) does have this problem constantly on his mind. He must know, as we all know, that the present old age security rate is not adequate considering present-day costs of living. I am sure that this matter will have the consideration of the new Parliament, that it will not be dilly-dallied with, and that some figure will be arrived at in keeping with the necessities of today's cost of living. I believe that the new Parliament will not waste any time and will immediately enter into discussion of this particular subject....

Mr. H. O. White (Middlesex East): ...some time prior to the election of 1949 I suggested to the House that not only old age pensions but other pensions should be hooked to the cost of living index. Whatever government was in power would not have to consider this recurring problem if that were done. As the cost of living went up or went down pensions would be adjusted accordingly....

Hon. Paul Martin (Minister of National Health and Welfare): ...As the hon. member for Winnipeg North Centre has stated, this proposal would impose another burden of some \$200 million on the people of Canada. I should observe at this time that since last Friday when my estimates were under discussion we have had proposals from the other side that would impose obligations on the people of this country by an additional amount of \$1 billion. That has been just since last Friday—and those proposals come from a quarter that complains about the tax level which this Government has imposed on the Canadian people.

I remember well the words of the hon. member for Vancouver East (Mr. MacInnis) when he pointed out a few years ago that the only source from which social

benefits could be provided was the hard work of the masses of the people of Canada....

What does this proposal before us suggest? It suggests that we should give consideration to increasing the payments made to old age pensioners and blind pensioners under the Old Age Assistance Act, the Old Age Security Act and the Blind Persons Act—listen to this—to an amount commensurate with today's cost of living. There is no responsible social worker in Canada who would agree with that proposition. To make social security benefits dependent upon some particular contingency that would provide for a sliding scale of benefits would be a most unfortunate proposal. Supposing the national product of Canada went down to \$5 billion, the result would be if we were to apply logic to the proposal, that the old age pensioners would receive benefits less than they are now receiving. For that reason, as the Minister responsible for this measure, I cannot undertake to give consideration to that particular proposal. I do not think it would be in the interests of the blind pensioners or the old age pensioners. I can say, as the Minister in Britain said, that I certainly will give consideration, as I always do, to old age pensioners and to blind pensioners....

We are now committed, and I think rightly so, to a system of contributory payments, in part, towards our old age security fund; ..within two years this Government, through this Parliament and the parliamentary committee, brought in an old age security system based on the contributory principle, that can stand comparison with any, in fact, it is more generous than the old age security system of any other country in the world.

This Parliament, and this Government, was paying old age pensions along with the provinces to about 300,000 people two years ago. What are the facts now? The facts are that, as a result of the old age security legislation recently introduced to provide pensions without a means test, not 300,000 people but 686,127 people of 70 years and over are receiving pensions at the monthly cost of about \$27 million, representing a total federal expenditure of \$334,916,000 a year. A year and a half ago we were paying old age pensions, on federal account, of some \$100 million. The federal Government, without any assistance whatever now from the provinces, together with the contributions made by old age security pensioners themselves, is now paying three and one-half times what we paid formerly to our aged citizens.

The hon. member speaks as though there was callousness on our part towards these people. He forgot to point out also that 87,000 people are now receiving old age assistance at a monthly cost of over \$1.6 million, or a total annual cost of \$22 million, out of the national exchequer, apart altogether from the provincial contributions. He also forgot to point out the improvement in the allowance for the blind, and the increases over the years. In fact, there are over 6,000 blind persons now receiving, as a result of the Old Age Security Act, that assistance free of the means test. The hon. member failed to mention that, since this legislation was introduced, we have relieved the provinces of an \$18 million obligation to the old age pensioners. The provinces have saved \$18 million a year as a result of the assumption by the federal Government of responsibility for those 70 and over. As a result of that saving two provinces, Alberta and British Columbia, are providing supplementary payments to their old age pensioners. As a result of that saving two provinces, Ontario and Alberta, are providing disability pensions....

My final word is this. These matters are always being studied....

Department of Labour Estimates

May 14

Hon. Milton F. Gregg (Minister of Labour): ...The estimates are divided into two main categories: (a) votes required for activities under the jurisdiction of the Department of Labour proper; and (b) votes required for operations under the Unemployment Insurance Act. I shall take the Department of Labour first....

It will be noted that for 1953-54 I am asking for \$665,297 less than was asked for in 1952-53. There is no substantial change in staff strength of the department. The estimates also include a new vote, No. 188, to provide for a women's bureau, and a substantial increase in vote No. 196 to implement a program for the rehabilitation of the disabled. I shall give more information on both of those later.

Another increase, it may be noted, is under vote 186, for the organization and use of agricultural manpower, but this is not a true increase, as an offsetting decrease is taken under vote 199 of the Unemployment Insurance Commission. I shall go into this more fully later.

I want to go back to the women's bureau. The women's organizations, speaking for large numbers of women, have been urging upon the Government for some time that there are special problems facing

women workers which should be given special attention. They say that adequate information is not always available in Canada pertaining to women workers, and that there is a need for more study and analysis of the basic facts about the employment of women and the opportunities for their employment. Also there appears to be need for intimate study of the particular problems of women in special situations, such as those who are both workers and homemakers or older women who might become self-supporting. It is believed that some women in employment are handicapped by some common prejudices of employers which are not founded on fact, and women think it is the responsibility of the Department of Labour to study the problems peculiar to women workers and establish facilities for making the results of such studies available to women's groups.

We therefore propose to establish a senior position in the Department to be filled by a competent woman whose duty it will be to keep in close touch with national organizations concerned with the problems of employed women, and to develop a women's bureau within the Department. Amongst the bureau's functions will be a continuing review of what is being done by governmental and other agencies in this field, and the establishment of means for making the information available. In doing this we are recognizing that the problems raised by women's groups deserve attention. At the same time we must take care to avoid any duplication of present services. I am confident that the new women's bureau will play a very valuable part in the improvement of the status of women in Canada's great production program.

I call your attention to item 196. I am going to take time to deal with that one at some length. The need for a properly co-ordinated plan to rehabilitate Canada's disabled civilians has become increasingly evident. Because of this, a national conference was called by this Government in 1951. The meeting of over 300 delegates, with every province officially represented, was sponsored by the Departments of National Health and Welfare, Veterans Affairs and Labour. Acting upon its recommendations a National Advisory Committee on Rehabilitation was set up. This committee, composed of official representatives of each province, the federal departments I have named, the medical profession, employers, labour and voluntary welfare agencies and universities, first met in February 1952. Since then it has met on two occasions.

In November of last year the executive of the Committee outlined to the Government the broad principles which they considered should be followed in a rehabilitation program. In keeping with the recommendations thus made to us, that is not only to this Department but to my colleague the Minister of National Health and Welfare, we hope to reach agreement with each of the provinces very soon regarding the steps to be taken. In the meantime, in Mr. Ian Campbell we have found a national co-ordinator with long practical experience in the rehabilitation field with the Workmen's Compensation Board of Ontario, proved good administrative ability and the possession of the qualifications necessary to organize and direct the newly formed Civilian Rehabilitation Branch. Since his appointment in June 1952, he has visited every province and has done something toward encouraging existing provincial, voluntary and civic efforts.

Under the provisions of the Vocational Training Co-ordination Act, through the special placement facilities of the Unemployment Insurance Commission services essential to rehabilitation can be, and are being, expanded. It is proposed that the present assistance now being given to the provinces under the Vocational Training Co-ordination Act be extended to include a new training schedule for the disabled....

Now, on the matter of decreases, the largest amount is under vocational training. This is not an indication that the Government is any less interested in this important program. We are more interested in it than ever before, because Canada's need for skilled workers is greater than ever before. The decrease in the vote is due to projects of a capital nature having been completed. These completed projects account for the full amount of the reduction. The Government is still assisting the provinces in providing youth training, apprenticeship training, which has gone forward with new vigour this last year, foremanship and supervisory training, and other classes which will assist in bringing skilled trades into our labour markets. It is also proposed to continue the payment of annual grants to relieve the provinces of a portion of the operational expenses of vocational schools.

The other comparatively large decrease is under vote 195, the movement of workers from outside Canada to work on farms and in other essential industry in Canada. We are asking for \$110,000 less

for 1953-54 than was voted in 1952-53. This is possible because of smaller group movements and easier shipping conditions which will enable movements to be controlled to meet seasonal demands and thus avoid off-season maintenance costs.

I come now to labour-management relations, vote 182. There is practically no change in this vote, which is for the conciliation service. I wanted to mention one or two points with regard to it, because perhaps it is the most important single division of our work. Fifty-four cases were dealt with by conciliation officers under the Industrial Relations and Disputes Investigation Act during the fiscal year 1952-53. Of these 54 cases, settlements were secured in 30 cases by the conciliation officers' co-operation. Out of a total of 37 disputes dealt with by the conciliation boards, 23 settlements had been secured by March 31. Of the remainder, eight disputes were still in the hands of the boards at that date, and in four other cases board reports had been received and were under consideration. Apart from the cases in process as mentioned, in only two cases dealt with were settlements not achieved during the fiscal year, and in only one of these cases did strike action occur. This, of course, was the dispute that ended recently in British Columbia.

Now we come to the Unemployment Insurance Commission. Administration costs show an increase of \$504,523. This is made up of increases in salaries, higher rents, increased stationery, supplies and equipment, and for alterations, maintenance and repairs of buildings housing commission offices.

The item for the transfer of labour to and from places where employment is available shows a decrease of \$125,000 from the previous year. This is due to a readjustment whereby the Department of Labour made provision for the inter-provincial transfer of workers under dominion-provincial farm labour agreements heretofore provided by the Unemployment Insurance Commission. Through the readjustment of these services under one appropriation, a saving of \$60,000 has been effected.

In considering administration costs of the unemployment insurance program, it is essential to remember that these cover both insurance and placement activities. There has been a tendency sometimes to consider the amount that is paid out in cash benefits and take certain percentages of that amount for administration costs and say that is a very high percentage

of administration cost; and so it would be if those administration costs were to cover only the paying out, bookkeeping, accounting and processing of the insurance itself. But that administration cost also covers the entire cost of the placement service in the national employment offices in over 200 centres across Canada.

The Commission operates a free—that is, free to the applicant—employment service available to all employers and workers whether engaged in insurable employment or not. That is an important fact to remember.

At the end of the fiscal year the regular staff of the commission numbered 6,917 as compared with 6,885 at the close of last year, 1951-52. The number of casual employees was 1,115 as against 1,140 on March 31, 1952. There are now in operation more than 200 local offices located across Canada from Newfoundland to the Pacific. They are administered by the Commission from Ottawa through five regional offices.

During the calendar year 1952 the number of vacancies filled—that is, job vacancies—was 969,916 as compared with 918,238 in the previous calendar year.

On the insurance side, the latest available figures show a balance in the employment fund, as at February 28, of \$858,159,269. The total amount paid out in benefits since the inception of the plan, up to February 28 last, is \$545,142,962. It will be quite obvious that the distribution of this appreciable sum has not only proved to be of great assistance to the direct beneficiaries, but has helped to maintain economic stability in our country.

Since contributions began in the summer of 1941, the sum of \$1,070,082,806 has been paid into the fund by employers and employees. The Government's contribution has totalled \$215,852,552. The sum of \$117,223,515 has been added to the fund as the result of interest on investments and profit on sale of securities. The fund itself is invested in federal government bonds, or bonds guaranteed by the Government.

Mr. Chairman, in presenting my estimates for 1953-54 I should like to pay tribute to the loyal and devoted work of the staffs of both the Department and the Commission. More and more has it become necessary for these two government agencies, while maintaining their own identities, to co-ordinate many of their activities. This has been carried forward. I can assure the committee that every effort will continue to be made by both to improve their services to the people of Canada.

Standard Work Week in Canadian Manufacturing Industries, 1952

Plant Employees

Proportion of workers on 40-hour week increased to 40 per cent from 36 per cent between October, 1951, and October, 1952. Proportion of workers on 5-day week increased from 70 to 75 per cent in the year

The most significant change in standard weekly hours in manufacturing in October 1952, as compared with a year previously, was the higher proportion of plant workers on a 40-hour week. This was found in the annual survey conducted by the Economics and Research Branch, Department of Labour.

About 40 per cent of the workers were on a standard week of 40 hours as of last October, the proportion having increased from 36 per cent in 1951. A similar change took place in the proportion of workers on a 5-day week (75 per cent as compared with 70 per cent in 1951). Although a very considerable number of those workers who are on a 5-day week work more than 40 hours, it is apparent that the 40-hour 5-day week is becoming an increasingly popular work schedule.

A continuation of the trend in manufacturing in 1952 toward the 40-hour week, and in particular the 40-hour 5-day week, is borne out by figures in the accompanying tables. A comparison of the percentage distributions in the table which follows indicates the substantial changes that have occurred in the last five years. In 1947, the major concentration (30 per cent) was in the 48-hour group, whereas fewer than 20 per cent were on the 40-hour week. By 1952, only 13 per cent were in plants on a 48-hour week but 40 per cent were in those operating on a schedule of 40 hours or less.

Standard Weekly Hours	Percentage of Workers		
	1947	1951	1952
40 and under	18.9	35.8	40.5
Over 40, under 44	2.4	13.4	13.7
44	14.4	11.5	9.8
45	19.2	16.7	15.6
Over 45, under 48	4.7	2.3	2.3
48	30.3	14.4	12.6
Over 48	10.1	5.9	5.5

This article is based on returns from almost 6,700 establishments employing well over 800,000 plant workers. Information was compiled for 167,000 office employees as reported by about 5,500 units, most of which were made up of the office staffs of the above-mentioned industrial establishments. The survey was designed to ascertain the "standard" work week, defined on the survey forms as "the number of hours per week after which your employees would be considered as working overtime". Employers were instructed to disregard short time or regularly scheduled overtime in reporting on the standard week. In cases where work schedules varied by department within an establishment, the number of hours worked by the majority of the employees was requested.

Standard Hours by Industry

Manufacturing is divided in this analysis into 17 groups in accordance with the Standard Industrial Classification; among these groups the extent of the 40-hour week ranged from 16 per cent of the total plant employees in the leather products group to 81 per cent in the manufacture of petroleum and coal products (Table 3). In 13 of the 15 remaining groups, the percentage was 30 per cent or higher.

The percentage of workers on a 5-day week in the various industries ranged from 46 in the paper products industry* to 99 per cent in the manufacture of electrical apparatus and supplies. However, in all but 4 of the 17 groups, the proportion was greater than 75 per cent. The fact that these proportions are almost invariably higher than those for the 40-hour week indicates a considerable incidence of 5-day schedules of lengths other than 40 hours; the most common of these are 45, 44 and

*A considerable number of paper mills have gone on the 5-day week since the date of the survey.

TABLE 1.—STANDARD WEEKLY HOURS: CANADA TOTALS

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Establishments		Employees	
	Number	Per Cent	Number	Per Cent
Under 40.....	73	1.1	5,456	.7
40.....	2,078	31.1	321,536	39.8
Over 40 and Under 42.....	39	.6	4,582	.6
42.....	89	1.3	43,369	5.4
42½.....	305	4.5	47,679	5.9
Over 42½ and Under 44.....	100	1.5	14,358	1.8
44.....	1,069	16.0	79,601	9.8
Over 44 and Under 45.....	19	.3	1,590	.2
45.....	960	14.3	125,066	15.4
Over 45 and Under 48.....	266	4.0	18,877	2.3
48.....	941	14.1	101,741	12.6
Over 48.....	750	11.2	44,661	5.5
Total.....	6,689	100.0	808,516	100.0
On a 5-day Week.....	4,124	61.7	610,497	75.5

42½ hours. The average standard week of plant employees in each of the groups is shown below, arranged in order of length of schedule.

The figures in the left-hand column show the average of the standard weekly hours reported by the establishments in each industry. In the average figures, of course, the influence of an establishment with a large number of employees is greater than that of a small establishment. In the column at the right (modal group), the figures represent the work week reported by the largest group of establishments, regardless of size. In the case of industries where the average is not substantially different from the modal group, a certain

degree of uniformity would appear to exist among large and small plants. In cases where the figures differ, a greater dispersion in the length of the work week is implied.* For example, in the transportation equipment group the average standard week is 43.1 hours, while the modal group, based on the classes used in the stub of Table 3, is "over 48". The influence of the 40-hour week in the large automobile manufacturing plants is seen in the average. However, the modal group reflects the influence of a large number of smaller establishments such as automotive repair shops and garages.

*For a study of the work week by size of establishment see L.G., Jan., p. 40.

Industrial Group	Work Week	
	Average (Weighted by employees covered)	Modal Group (Frequency by establishment)
Non-ferrous Metal Products.....	39.9	40
Printing, Publishing & Allied Industries.....	40.1	40
Products of Petroleum & Coal.....	40.8	40
Chemical Products.....	40.9	40
Clothing, Textiles and Fur.....	41.1	40
Electrical Apparatus and Supplies.....	41.5	40
Tobacco & Tobacco Products.....	42.1	40
Iron and Steel Products.....	42.3	40
Rubber Products.....	42.9	45
Transportation Equipment.....	43.1	Over 48
Miscellaneous.....	43.6	40
Wood Products.....	43.8	Over 48
Textiles (excluding Clothing).....	44.5	40 and 45
Leather Products.....	44.7	45
Food & Beverages.....	45.0	48
Paper Products.....	45.1	48
Non-metallic Minerals.....	45.5	40

Plant Employees

TABLE 2.—STANDARD WEEKLY HOURS BY PROVINCES

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees	Estab-lish-ments	Em-employees
Under 40.....	1.4	.1	.....	.....	.....	.....	.7	.3	1.1	.9	1.1	.5	.5	.3	.....	.....	.....	.....	2.8	2.0
40.....	8.5	36.8	16.7	25.1	9.7	33.9	7.2	4.5	25.4	23.3	31.4	46.9	37.5	45.1	24.6	42.5	25.2	40.3	63.2	70.0
Over 40 and Under 42.....	2.8	.3	.....	.....	.4	.1	.7	.2	.3	.2	.6	.7	1.5	3.1	.7	.1	.4	.1	.5	.3
42.....	.....	.....	.....	.....	.....	.....	.....	.....	1.6	5.3	1.5	6.1	1.0	1.1	4.1	4.9	.4	1.9	.7	7.8
42½.....	.....	.....	.....	.....	1.5	1.7	1.4	1.2	2.8	4.8	6.9	7.8	5.7	11.6	1.4	.4	1.8	1.4	1.7	.7
Over 42½ and Under 44.....	.....	.....	.....	.....	.....	.....	1.4	.2	1.4	1.3	1.9	2.5	1.5	.5	1.4	.5	3.0	3.9	.....	.....
44.....	7.0	3.2	27.8	21.8	29.4	40.6	24.3	25.0	10.7	8.1	10.9	6.4	25.9	16.7	37.0	33.9	38.9	30.4	27.5	14.3
Over 44 and Under 45.....	1.4	.1	.....	.....	.4	*	.7	2.3	.1	*	.3	.3	.5	.1	1.4	.3	.....	.....	.....	.....
45.....	1.4	1.4	.....	.....	1.8	1.4	5.7	8.3	13.8	20.4	21.4	17.2	6.2	6.4	.....	.....	10.7	4.0	.....	.....
Over 45 and Under 48.....	1.4	.7	5.5	1.0	1.8	.5	1.4	.1	4.5	3.7	4.8	2.0	5.0	3.8	.7	.3	4.4	2.8	.....	.....
48.....	16.9	25.2	22.2	11.3	21.9	9.6	17.9	36.1	16.5	22.1	14.5	7.8	8.2	7.1	28.0	16.3	14.1	14.8	.8	.6
Over 48.....	59.2	32.2	27.8	40.8	33.1	12.2	38.6	21.8	21.8	9.9	4.7	1.8	6.5	4.2	.7	.8	1.1	.4	2.8	4.3
Total Establishments and Employees	71	7,101	18	714	269	26,119	140	13,795	1,694	251,211	3,074	406,647	402	24,951	146	5,581	270	14,808	604	57,511
Percentage on a 5-day Week.....	11.3	38.5	11.1	20.0	14.1	40.7	12.9	11.4	62.2	68.2	72.7	86.4	54.0	67.0	29.5	45.3	31.5	46.0	70.2	81.2

* Less than .1 percent.

TABLE 3.—STANDARD WEEKLY HOURS BY INDUSTRY

Manufacturing Industries of Canada, October 1952

Standard Weekly Hours																		
	Food and Beverages		Tobacco and Tobacco Products		Rubber Products		Leather Products		Textile Products (Except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing Publishing and Allied Industries	
	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees
Under 40.....	2	*	33-3	54-3	46-5	15-9	4	2	21-3	30-2	54-0	7	2	1	1-0	30-3	9-1	16-7
Over 40.....	17-5	31-3	33-3	54-3	46-5	15-9	18-6	2	21-3	30-2	54-0	7	2	1	1-0	30-3	9-1	16-7
Over 40 and Under 42.....	5	31-3	33-3	54-3	46-5	15-9	18-6	2	21-3	30-2	54-0	7	2	1	1-0	30-3	9-1	16-7
Over 42.....	8	3	16-7	23-0	1-5	4	4	1	9	4	2-6	3	1	1	1-4	3	8	1-1
Over 42½.....	2-5	2-0	16-7	23-0	1-5	4	4	1	9	4	2-6	3	1	1	1-4	3	8	1-1
Over 42½ and Under 44.....	1-2	2-0	16-7	23-0	1-5	4	4	1	9	4	2-6	3	1	1	1-4	3	8	1-1
Over 44.....	20-4	16-2	13-3	1-0	45-4	12-9	15-6	7	10-8	10-6	15-3	18-8	16-0	13-0	7-2	4-8	13-2	6-9
Over 44½.....	11-4	13-4	16-7	11-6	44-1	24-0	35-0	1-4	17-4	17-4	10-2	4-1	15-9	17-3	18-5	8-1	1-9	1-7
Over 45.....	2-4	2-0	6-7	2-8	4-0	6-4	4-4	7-9	5-6	3-3	5-2	3-9	2-5	2-0	2-0	5-0	1-0	1-4
Over 45½.....	27-0	21-0	3-3	3-4	2-3	23-3	19-8	19-2	20-2	20-2	5-0	6-2	8-8	32-9	50-0	1-0	1-4	1-4
Over 48.....	15-9	12-5	10-0	3-9	9-1	7-9	1-5	12-5	12-5	7-6	2-5	1-8	28-6	21-7	4-1	2-5	1-4	1-4
Total Establishments and Em- ployees.....No.	1,047	102,846	30	7,370	33	16,192	279	19,339	343	56,355	793	61,787	766	59,348	292	62,519	484	26,872
Percentage on a 5-day week.....%	31-1	49-0	76-7	95-1	84-8	95-8	61-6	78-0	70-3	75-1	85-2	87-2	47-5	61-8	61-6	45-6	85-3	88-9

Standard Weekly Hours																		
	Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products		Electrical Apparatus and Supplies		Non-Metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing Industries			
	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees	Estab-lish-ments	Em- p-loy-ees		
Under 40.....	30-8	52-9	15-1	31-2	41-8	43-1	40-3	57-6	22-8	20-3	3-0	1-2	1-6	40-2	27-6	1-5	7	
Over 40.....	6	6	3	6	2-2	29-3	3-5	7-6	1-8	4-8	48-5	81-4	41-1	6-6	2-5	1-5	19-3	
Over 40 and Under 42.....	7	10-8	3-5	12-0	5-5	3-3	16-4	7-1	4-9	6-2	6-1	5-7	2-8	11-9	1-5	2-1	9-6	
Over 42.....	9-5	16-7	3-5	12-0	5-5	3-3	16-4	7-1	4-9	6-2	6-1	5-7	2-8	11-9	1-5	2-1	9-6	
Over 42½.....	1-2	2-2	1-8	2-5	2-2	3-3	3-5	11-7	3-1	3-9	1-5	1-5	6-2	11-2	11-1	3-5	17-7	
Over 42½ and Under 44.....	14-8	5-3	18-9	11-0	9-9	4-9	9-4	4-1	18-8	12-0	16-7	6-7	19-9	15-5	14-1	3-5	4-7	
Over 44.....	4	4	2	1	1	4	1	1	1	1	1	1	1	1	1	1	7-3	
Over 44½.....	25-2	20-6	6-1	16-9	20-9	9-6	21-0	10-3	13-8	8-2	10-3	5-9	10-3	5-9	18-1	1-0	2-8	
Over 45.....	5-3	5-3	3-0	6-1	6-1	1-4	1-2	4	2-2	1-3	3-4	1-3	3-4	1-3	5-0	1-3	22-0	
Over 45½.....	6-9	4-6	21-1	5-3	6-6	6-8	2-9	4	19-2	34-6	22-7	4-9	8-7	5-0	10-1	5-0	7-9	
Over 48.....	4-6	2-0	25-4	4-8	2-7	6-6	1-8	8	14-7	11-5	1-5	1	1-3	3	4-0	4	3-4	
Total Establishments and Employees No.	799	130,204	660	115,590	182	37,125	171	42,767	224	17,093	66	10,585	321	29,747	199	12,117		
Percentage on 5-day Week.....%	79-6	91-9	28-0	77-4	83-5	85-5	94-7	99-0	54-0	48-0	57-6	84-9	73-5	86-6	77-9	87-7		

* Less than .1 percent.

TABLE 4.—STANDARD WEEKLY HOURS BY CITY

Manufacturing Industries of Canada, October, 1952

City	Number of Establishments	Number of Employees	Percentage of Employees on a Standard Work Week of:				Percentage of Employees on a:	
			40 Hours or Less	Over 40 and Under 44 Hours	44 to 45 Hours	Over 45 Hours	5-Day Week	5-Day Week of 40 Hours or Less
			%	%	%	%	%	%
Halifax.....	73	7,117	7.4	3.4	81.0	8.2	11.3	7.4
Saint John.....	33	2,289	13.3	8.2	28.6	49.9	38.6	13.3
Quebec.....	106	15,198	22.7	10.9	22.0	44.4	55.9	22.7
Sherbrooke.....	37	5,846	22.0	14.5	27.0	36.5	68.7	22.0
Trois Rivières.....	24	5,325	3	3.0	18.3	78.4	36.4	3
Montreal.....	986	127,629	36.2	10.9	33.8	19.1	83.6	34.4
Ottawa—Hull.....	115	9,295	29.5	7.0	21.4	42.1	57.8	29.4
Peterborough.....	39	6,858	6.3	72.0	16.8	4.9	88.8	5.8
Oshawa.....	20	12,427	13.3	81.8	3.8	1.1	98.3	13.3
Toronto.....	1,146	119,241	52.3	22.2	19.5	6.0	91.8	51.1
Niagara Falls.....	36	5,276	24.0	54.0	17.6	4.4	93.0	24.0
St. Catharines—Welland.....	72	16,138	38.9	34.5	21.4	5.2	92.4	38.8
Hamilton.....	204	43,789	76.1	5.0	11.0	7.9	89.9	76.1
Galt—Preston.....	62	6,884	3.3	4.7	67.8	24.2	97.1	3.3
Brantford.....	61	9,949	64.6	.....	28.1	7.3	93.7	64.6
Kitchener—Waterloo.....	93	13,016	30.4	4.8	53.1	11.7	96.2	30.4
Sudbury.....	15	665	17.4	.....	17.9	64.7	22.6	17.4
London.....	99	11,672	50.5	9.7	22.4	17.4	80.7	50.5
Sarnia.....	14	5,614	85.3	3.9	4	10.4	90.2	85.3
Windsor.....	111	28,040	82.9	7.7	6.5	2.9	96.3	82.9
Sault Ste. Marie.....	15	6,955	80.2	.....	15.2	4.6	84.7	80.2
Fort William—Port Arthur.....	26	5,568	37.9	42.7	11.0	8.4	78.5	36.9
Winnipeg.....	336	21,642	49.0	17.3	23.5	10.2	70.4	46.9
Regina.....	42	1,827	53.3	13.5	17.5	15.7	61.5	53.3
Saskatoon.....	28	1,514	48.2	2.8	42.9	6.1	47.0	43.3
Edmonton.....	86	6,600	52.3	3.5	37.4	6.8	61.0	38.0
Calgary.....	82	4,090	46.0	20.1	33.0	9	52.4	40.3
Vancouver.....	363	26,662	89.2	2.4	6.1	2.3	91.9	88.0
Victoria.....	43	2,315	80.1	.....	19.9	.....	73.6	72.9

Standard Hours by Province

In all ten provinces, the proportion of workers on a 5-day week was greater in 1952 than in 1951; all but New Brunswick and Nova Scotia had a higher proportion on a 40-hour week; and in seven provinces the average standard work week was shorter.

The standard work week was shortest in British Columbia, where the average stood

unchanged at 41.5 hours since the 1951 survey. This province also had the highest proportion of employees on a 40-hour week, although Ontario led in the 5-day week proportion with 86 per cent of its manufacturing plant employees in plants operating on this basis. The average work week is shown by province in the table below, arranged according to length of schedule:—

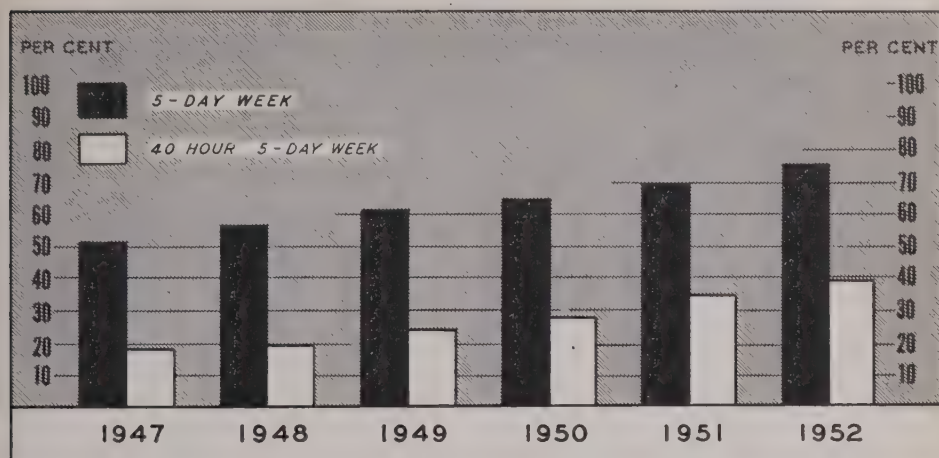
	Average Standard Work Week		Average Standard Work Week
British Columbia	41.5	Nova Scotia	44.1
Ontario	42.5	Quebec	44.9
Manitoba	42.7	Prince Edward Island.....	46.0
Saskatchewan	42.9	Newfoundland	47.1
Alberta	43.0	New Brunswick	47.4

Standard Work Week by City

Details of the standard work week for plant employees in 29 Canadian cities in October 1952, is shown in Table 4; establishments covered in these centres account for about two-thirds of the total number

and an almost equal proportion of the plant workers. In 14 of the centres shown, the proportion of workers on a 40-hour week or less was equal to or in excess of the national average (40.5 per cent); these proportions ranged from less than one per cent in Trois Rivières to almost 90 per cent

PLANT EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK AND ON A 40-HOUR 5-DAY WEEK



in Vancouver. In 16 cases, the proportion on the 5-day week was higher than the all-Canada figure of 75.5 per cent, and in all but five centres, the proportion on the 5-day week was over 50 per cent of the total employees covered. The average work week in five major cities representing a cross-section of the country follows:—

City	Average Standard Work Week
Halifax	44.2
Montreal	43.7
Toronto	41.9
Winnipeg	42.7
Vancouver	40.3

Office Employees

Trend towards 5-day week fairly substantial. Percentage of workers on 5-day week increased during year from 76 per cent to 82 per cent. Pattern of standard weekly hours not much different from year earlier

Office workers in general continue to work shorter hours than plant employees but the pattern of standard weekly hours for office employees in October 1952, was not markedly different from 1951. There was, however, a fairly substantial trend towards the 5-day week. The percentage of office employees on a 5-day week in 1952 was 82, as compared with 76 per cent in 1951.

As of October 1952, fewer than 10 per cent of the 167,000 clerical employees covered in the survey of manufacturing industries were on schedules of more than 40 hours per week (Table 5). This is a smaller proportion than in 1951. There was a slight decline in the relative proportion of office employees working 37½ hours or less.

A distribution of office employees by standard working schedule for 1949, 1951 and 1952 follows:—

Standard Weekly Hours	Percentage of Workers		
	1949	1951	1952
Under 37½	16.8	20.9	18.8
37½	29.0	28.5	27.8
Over 37½, under 40...	17.0	17.3	20.8
40	19.1	20.5	22.7
Over 40	18.1	12.8	9.9

Standard Hours by Province

In all provinces the extent of the 5-day week for office employees was greater than in 1951. In Prince Edward Island, about a quarter of the 176 office employees reported in manufacturing were on a 5-day week compared with fewer than three per

TABLE 5.—STANDARD WEEKLY HOURS: CANADA TOTALS
Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Offices		Employees	
	Number	Per Cent	Number	Per Cent
Under 35.....	101	1.8	2,067	1.2
35.....	666	12.2	14,045	8.4
Over 35 and Under 37½.....	326	6.0	15,347	9.2
37½.....	776	14.2	46,467	27.8
Over 37½ and Under 40.....	598	10.9	34,698	20.8
40.....	1,175	21.5	38,023	22.7
Over 40 and Under 44.....	459	8.4	7,739	4.6
44.....	650	11.9	5,181	3.1
Over 44.....	717	13.1	3,610	2.2
Total.....	5,468	100.0	167,177	100.0
On a 5-day Week.....	3,241	59.3	137,295	82.1

cent a year earlier. In British Columbia, the proportion was about 79 per cent, compared with just over 50 per cent in 1951. In the table below, the average

standard hours for office employees in manufacturing are shown for each of the provinces, in order of average standard week.

	Average Standard Work Week
Quebec	38.4
Ontario	38.4
Nova Scotia	38.9
British Columbia	39.2
Newfoundland	39.6

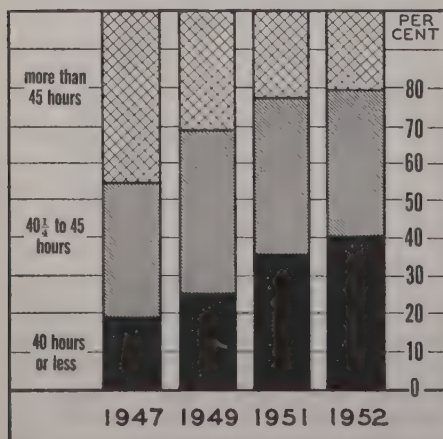
	Average Standard Work Week
Manitoba	39.7
Saskatchewan	40.4
Alberta	40.7
Prince Edward Island.....	41.8
New Brunswick	42.5

Standard Work Week by City

About three-quarters of the office employees in manufacturing establishments making returns to the 1952 survey were in the 29 cities for which data are shown in Table 7. In 13 of the centres, one-half the employees were in plants working a schedule of 37½ hours or less per week;

only in Sudbury, Oshawa and Edmonton was the proportion less than 10 per cent. The proportion of employees on a 5-day week ranged from six per cent of the total in Halifax to 98 per cent in Brantford; in 15 centres the percentage of employees on a 5-day week was equal to or greater than that for Canada as a whole; it was less than 40 per cent in only three cases.

DISTRIBUTION OF PLANT EMPLOYEES IN MANUFACTURING BY STANDARD WEEKLY HOURS



OFFICE EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK, 1949 TO 1952

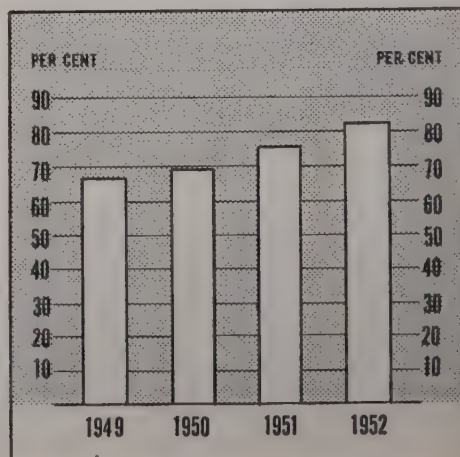


TABLE 6.—STANDARD WEEKLY HOURS BY PROVINCE
Manufacturing Industries of Canada, October 1952

Standard Weekly Hours	Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees	Offices	Emp-loy-ees
Under 35.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
35.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Over 35 and under 37½.....	1.7	1.7	.....	.....	5.3	3.5	3.8	6.4	6.1	8.6	7.4	10.6	4.6	6.3	4.8	6.1	2.0	3.1	2.4	6.4
37½.....	1.7	41.0	.....	.....	5.3	8.6	1.9	3.8	13.7	30.9	18.3	29.4	11.2	14.3	1.6	.9	2.5	3.6	13.4	25.5
Over 37½ and under 40.....	6.8	25.3	6.2	1.7	15.8	56.0	13.1	18.8	11.3	21.8	10.9	20.0	12.7	12.7	8.0	18.0	11.7	11.6	7.3	14.7
40.....	3.4	.....	25.0	43.2	7.6	1.8	9.3	16.4	20.5	11.2	21.7	26.1	19.5	27.7	18.4	29.0	18.8	40.4	37.1	37.0
Over 41 and under 44.....	20.3	17.5	18.8	39.8	12.0	5.9	0.3	6.8	9.0	6.6	6.5	2.5	13.3	8.8	12.0	19.3	16.2	19.2	5.5	3.1
44.....	18.6	3.9	37.5	13.0	22.5	6.0	26.2	28.3	6.9	1.9	6.9	1.5	20.4	14.9	31.2	13.7	24.9	16.2	26.8	8.5
Over 44.....	47.5	9.9	12.5	2.3	28.7	4.9	34.6	18.8	16.3	2.8	9.9	1.2	10.2	4.5	21.6	9.9	19.3	3.8	1.6	.4
Total Establishments and Employees No.....	59	1,220	16	176	209	4,073	107	1,333	1,452	48,557	2,486	93,048	323	4,632	125	1,391	197	3,147	493	9,561
Percentage on a 5-day Week.....	8.5	46.2	12.5	24.4	10.0	22.3	13.1	35.7	59.2	76.5	73.7	91.8	43.0	62.7	24.0	45.2	29.4	52.4	57.0	78.9

* Less than .1 percent.

TABLE 7.—STANDARD WEEKLY HOURS BY CITY

Manufacturing Industries of Canada, October, 1952

City	Number of Employees	Percentage of Employees on a Standard Work Week of:					Percentage of Employees on a:	
		Less Than 37½ Hours	37½ Hours	Over 37½ and Under 40 Hours	40 Hours	Over 40 Hours	5 Day Week	5 Day Week of 37½ Hours or Less
		%	%	%	%	%	%	%
Halifax.....	2,076	5.6	12.5	74.2	.8	6.9	6.3	4.1
Saint John.....	258	13.9	.....	11.6	34.9	39.6	41.1	9.3
Quebec.....	2,001	43.8	9.7	17.8	10.7	18.0	54.9	43.9
Sherbrooke.....	938	4.0	7.9	34.4	6.3	47.4	17.0	11.0
Trois Rivières.....	365	70.7	.....	1.1	3.8	24.4	44.4	43.0
Montreal.....	32,695	22.7	39.8	19.2	11.6	6.7	89.9	61.6
Ottawa—Hull.....	2,396	32.1	19.9	29.0	9.5	9.5	61.4	51.2
Peterborough.....	1,958	4.4	13.8	2.6	76.5	2.7	94.5	18.2
Oshawa.....	2,054	2.3	5.3	4.7	86.4	1.3	96.7	7.5
Toronto.....	38,867	18.9	42.0	22.3	14.3	2.5	96.5	60.3
Niagara Falls.....	1,167	3.4	63.2	5.2	22.3	5.9	93.2	66.6
St. Catharines—Welland.....	3,354	45.4	13.9	8.1	26.0	6.6	91.5	59.2
Hamilton.....	9,330	18.4	11.9	30.1	36.5	3.1	91.7	27.6
Galt—Preston.....	1,289	29.9	24.6	11.6	28.9	5.0	94.4	54.2
Brantford.....	2,125	61.4	28.6	7.5	10.3	2.2	97.9	80.0
Kitchener—Waterloo.....	2,246	8.0	35.6	43.1	10.7	2.6	94.3	43.6
Sudbury.....	123	2.4	1.6	8.1	8.1	79.8	8.1	.....
London.....	2,663	30.3	30.6	10.2	23.0	5.9	92.6	59.8
Sarnia.....	1,813	22.2	.5	48.7	26.8	1.8	96.8	22.7
Windsor.....	6,320	8.5	25.1	1.3	62.5	2.6	96.2	33.6
Sault Ste. Marie.....	452	19.7	.....	71.7	5.8	2.8	96.5	19.7
Fort William—Port Arthur.....	651	30.6	48.2	5.2	4.6	11.4	67.3	61.6
Winnipeg.....	4,210	17.5	14.8	13.7	26.8	27.2	63.0	30.0
Regina.....	410	14.2	1.9	34.4	20.7	28.8	41.5	12.0
Saskatoon.....	389	17.5	1.0	19.3	25.2	37.0	64.0	17.5
Edmonton.....	1,591	7.0	2.0	9.3	40.2	41.5	60.8	6.3
Calgary.....	1,069	2.5	7.5	14.3	55.3	20.4	57.9	9.1
Vancouver.....	5,111	7.3	43.2	6.1	32.3	11.1	81.7	48.5
Victoria.....	672	37.2	21.3	4.3	11.9	25.3	41.2	37.2

Salaries of Office Workers in Manufacturing Industries, 1952

Office workers in manufacturing received average salary increase of five per cent in 12-month period prior to October, 1952, less than previous year's 13 per cent and plant workers' 6.5 per cent raises

Office workers in manufacturing received average increases in salaries of five per cent in the 12-month period prior to October 1952. This gain was less than in the previous year, when salaries rose by 13 per cent. It was also slightly less than the 6.5 per cent increase in wage rates accorded to plant employees in the manufacturing industries during this same 1951-52 period.

These figures are based on information furnished the Economics and Research Branch, Department of Labour, by 5,500 establishments employing more than 167,000 office workers. The eight male and 15 female clerical occupations selected for this analysis cover 58,000 workers, of whom two-thirds are female. The job categories are important in terms of numbers of

TABLE 1.—WEEKLY SALARIES OF OFFICE WORKERS IN MANUFACTURING, CANADA, OCTOBER 1950, 1951 AND 1952

Note—Any monthly salaries reported were changed to weekly using 4½ weeks per month as a conversion factor.

Occupation	Average Weekly Salary			Per Cent Increase 1951-1952
	1950	1951	1952	
Male	\$	\$	\$	
Bookkeeper.....	49.05	53.62	60.87	13.5
Junior Bookkeeper.....	38.08	46.52	48.74	4.8
Cost Clerk.....	48.79	57.60	59.56	3.4
General Office Clerk, Senior.....	59.91	66.67	67.15	0.7
" " Intermediate.....	45.58	51.19	53.17	3.9
" " Junior.....	29.87	35.39	40.04	13.1
Payroll Clerk.....	44.78	51.28	54.79	6.8
Stock Record Clerk.....	45.77	50.22	56.56	12.6
Female				
Bookkeeper.....	38.32	41.58	46.86	12.7
Junior Bookkeeper.....	32.41	35.98	36.94	2.7
Cost Clerk.....	34.14	40.15	40.99	2.1
General Office Clerk, Senior.....	40.33	46.07	47.43	3.0
" " Intermediate.....	34.24	38.58	39.27	1.8
" " Junior.....	27.46	31.56	32.30	2.3
Calculating Machine Operator.....	35.84	40.02	43.14	7.9
Bookkeeping Machine Operator.....	35.41	39.71	42.13	6.1
Billing Machine Operator.....	31.39	34.80	37.61	8.0
Payroll Clerk.....	33.02	37.41	39.14	4.6
Secretary.....	43.48	48.69	52.19	7.2
Stenographer.....	34.37	38.90	41.08	5.6
Stock Record Clerk.....	31.79	34.93	37.61	7.7
Telephone Switchboard Operator.....	31.57	35.69	37.20	4.2
Typist.....	30.43	34.91	36.76	5.3

employees and prevalence throughout various sections of the manufacturing industries.

Table 1 indicates that the level of salaries rose in each occupational class selected, although there were wide variations in the percentage changes. The salaries for four occupational classes rose by more than 12 per cent, whereas those for eight jobs increased by less than four per cent. The average increase for male workers was approximately the same as for women workers in percentage terms.

Among the male office workers covered in the survey, salary levels on a national basis were highest for senior office clerks and bookkeepers, who earned more than \$60 a week on the average. Junior clerks at the other extreme earned just over \$40. Of the female occupations analysed, only secretaries received more than \$50. Junior clerks averaged \$32.30 a week.

Table 2 gives a comparative study of weekly salaries for office employees in five

major Canadian cities: Halifax, Montreal, Toronto, Winnipeg and Vancouver. Information from about 2,800 manufacturing establishments employing almost 79,000 office workers was used in developing the figures.

From the table it can be seen that there are variations in the average salaries of similar occupations among the five cities as well as among the salaries for different occupations within each city. However, this variation does not obscure a fairly uniform pattern of relative salary rankings for the occupations. For instance, in most cities senior office clerks, bookkeepers and cost clerks, in that order, were the highest paid male office employees and secretaries, senior office clerks and bookkeepers, the highest paid female occupations.

It is evident that the general level of office salaries was substantially higher in Montreal, Toronto and Vancouver than in either Winnipeg or Halifax. This applies to both male and female workers.

TABLE 2.—WEEKLY SALARIES OF OFFICE WORKERS IN MANUFACTURING FOR FIVE CANADIAN CITIES OCTOBER, 1952

Note—Any monthly salaries reported were changed to weekly using 41 weeks per month as a conversion factor.

Occupation	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries	Average Salary	Range of Salaries
Male										
Bookkeeper.....	50.10	45.00—55.38	63.59	46.00—80.00	61.03	48.00—76.55	54.98	43.85—75.00	64.12	46.15—81.75
Junior Bookkeeper.....	52.25	38.08—60.00	45.58	32.00—60.24	50.74	40.00—66.25	40.73	30.00—51.93	51.33	43.88—55.38
Cost Clerk.....	56.68	45.58—75.00	58.36	41.54—75.00	56.65	40.00—74.00	58.90	40.38—79.50	60.19	43.85—80.77
General Office Clerk, Senior.....	46.91	38.08—54.00	68.03	50.00—88.36	66.03	50.00—84.00	56.02	40.38—80.00	67.94	52.00—79.62
“ “ Junior.....	28.11	25.00—34.62	52.86	40.00—68.24	50.52	40.00—61.39	45.77	35.77—57.69	50.92	39.25—66.92
Payroll Clerk.....	50.33	46.00—57.69	35.11	25.00—46.15	37.78	28.89—47.31	33.94	24.23—46.00	33.83	28.85—43.85
Stock Record Clerk.....	46.48	34.62—55.00	53.28	37.60—70.62	54.63	38.08—70.60	48.09	36.92—55.38	51.76	40.00—63.46
Female										
Bookkeeper.....	37.46	31.15—42.69	49.91	37.00—65.00	48.13	40.00—60.00	42.72	40.00—54.35	50.88	40.38—64.50
Junior Bookkeeper.....	33.19	31.15—35.00	38.04	30.00—48.00	40.42	32.65—49.60	35.88	31.25—43.85	40.76	32.31—48.46
Cost Clerk.....	40.29	33.46—45.00	43.36	30.00—58.46	40.30	32.00—51.63	35.41	30.00—45.58	39.05	32.50—45.00
General Office Clerk, Senior.....	31.94	25.68—38.23	51.55	38.00—64.90	49.53	40.00—60.00	41.75	33.46—49.62	48.33	40.62—57.48
“ “ Junior.....	25.92	23.08—28.85	42.03	31.00—53.08	40.19	33.00—49.38	36.13	30.75—41.00	37.62	30.00—46.15
Calculating Machine Operator.....	.....	.....	31.58	25.00—39.00	34.71	28.00—40.38	28.13	23.08—33.00	31.17	25.00—37.00
Bookkeeping Machine Operator.....	.....	.....	42.42	34.58—52.61	43.96	36.00—53.00	40.55	30.00—51.65	47.49	43.85—51.92
Billing Machine Operator.....	.....	.....	31.28	35.00—51.92	43.81	36.92—51.23	38.39	32.31—46.15	42.43	32.50—50.00
Payroll Clerk.....	.....	.....	27.89	21.15—45.00	40.26	32.50—48.00	34.70	28.85—41.00	40.04	31.95—49.62
Secretary.....	38.14	32.00—41.80	39.78	28.85—53.97	42.63	34.62—52.55	36.00	32.31—44.77	45.30	30.00—59.00
Stenographer.....	42.09	36.16—60.62	54.68	42.69—68.00	52.41	42.00—63.46	48.06	38.08—56.94	52.34	37.50—65.42
Telephone Switchboard Operator.....	35.06	26.54—43.85	44.98	34.36—54.23	43.40	35.00—51.93	36.63	30.00—43.85	40.76	32.31—49.62
Stock Record Clerk.....	31.87	30.00—32.46	36.36	29.36—46.15	40.21	32.31—48.46	36.42	24.23—33.62	39.87	30.00—49.00
Typist.....	31.40	25.00—42.69	37.11	30.00—45.00	38.04	32.46—49.62	33.46	26.54—40.10	37.63	30.00—46.15
							31.41	25.38—37.50	33.31	28.00—39.23

McGill University's 5th Annual Industrial Relations Conference

Subjects covered by five speakers were: measurement of productivity; the labour movement's objectives; effects of technological change on human relations in industry; relationships between collective bargaining, full employment and inflation; a theory of industrial relations

The fifth annual industrial relations conference convened by McGill University's Industrial Relations Centre was served a varied fare by the five speakers on the program. Subjects covered were: the measurement of productivity, the objectives and ideas of the labour movement, the effects of technological change on human relations in industry, the relationships of wages to inflation and of collective bargaining to inflation, and a theory of industrial relations.

Guest speakers at the conference, the central theme of which was "Industrial Relations in a Dynamic Economy," were a federal government economist, an international union's education director and two United States university professors. The Director of McGill University's Industrial Relations Centre, Prof. H. D. Woods, delivered the banquet address.

The most revealing and thought-provoking presentation during the conference was the reading of excerpts from an interview with a worker on a moving assembly line, a striking description of a man's reactions to the pressure of the machine in mass production industry.

More than 100 representatives of management, labour, universities and governments attended the two-day conference, April 22 and 23.

The guest speakers were: Dr. George V. Haythorne, Director, Economics and Research Branch, Department of Labour; Brendan Sexton, Director of Education, United Automobile Workers (CIO); Prof. Robert H. Guest of Yale University's Institute of Human Relations; and Dr. Albert Rees of the Industrial Relations Centre, University of Chicago.

Productivity Analysis

Two problems of productivity analysis—how to increase and how to measure productivity—were discussed by Dr. George V. Haythorne, Director of the Economics and Research Branch, Department of Labour, whose address opened the con-

ference. In his talk he presented, "as a check-list of concrete steps that might be considered in productivity analysis," excerpts from the report of the International Labour Office Productivity Committee (L.G., Jan., p. 50).

Turning first to the problem of measurement of productivity, Dr. Haythorne gave this definition of productivity: the ratio of output or product, expressed in physical terms, to the input of the various factors of production, also expressed in physical terms. In practice, he explained, it is usually necessary to use only one input factor; but when this is done, he warned, it is important to keep in mind that all input factors have an influence on output and hence it is not correct to ascribe to the one input factor being used the major responsibility for changes in the resulting productivity estimates.

In some cases, he added, the use of labour as the input factor will prove to be a better indicator of over-all productivity than in others. He cited as an example the textile industry, where labour is a proportionately large input factor compared to the chemicals industry.

Dr. Haythorne also warned against the use, in constructing productivity indexes, of statistical data gathered for some other purpose. He suggested that, when it is difficult to measure output in physical units, value data be used, providing the necessary allowance for price changes is made.

Stating that the calculation of productivity indexes for the economy as a whole raises difficult measurement problems, particularly on the output side, he explained that the approach usually taken is to divide the current dollar value data from the national accounts by the appropriate prices indexes.

Calculation of productivity indexes is only half the task, Dr. Haythorne continued. The statistics will be of limited value only, he said. "They may even

prove harmful unless it is explained why the variations in the indexes occur and the changing pattern of relationships between various input factors is disclosed and evaluated."

Announcing that the federal Government's interdepartmental committee on productivity had spent considerable time on steps that are important as a background for subsequent statistical or analytical work, he declared that it would now be possible for individual firms and industries to undertake some useful work on productivity measurement. The Department of Labour will be glad to assist management and labour groups in such analysis, he said, pointing out, however, that "the main initiative and responsibility for developing measures of productivity change, especially at the plant and industry levels, must rest with industry".

Also resting with industry, Dr. Haythorne said, are the initiative and responsibility for the practical steps required to increase productivity. He then reported some of the findings of the ILO Productivity Committee.

The ILO committee, he told the conference, placed much emphasis on the development of good labour-management relations. "Success in obtaining the co-operation of workers in measures to raise productivity," he quoted from the committee's report, "is itself a test of the quality of management but depends also upon trade-union leadership."

He explained how the ILO committee suggested, as means of improving productivity, simplification, standardization and specialization; clear definitions of lines of authority and responsibility; the development of lines of communication between different departments; adequate training of foreman and supervisors, not only in technical and administrative duties but also in the principles of human relations; special training plans in plants where measures to raise productivity are in the process of application; payment-by-results schemes, provided safeguards are introduced to ensure full consideration of workers' interests; carefully-planned layout to ensure a proper sequence of operations; mechanization of handling equipment; the development of well-planned maintenance schedules; and joint consultation.

Enlarging on the importance of joint consultation, Dr. Haythorne said: "There are many advantages that accrue from the active participation of employees or their representatives in discussions of (productivity) matters. Not only do they help

to bring about improved attitudes and morale but they encourage a self-imposed discipline that is usually much more effective than that imposed from without."

The labour-management production committees sponsored by the Department of Labour were cited by Dr. Haythorne as a valuable means of bringing about a better understanding of and a more active interest in the steps needed to increase productivity.

On the question of how the benefits accruing from increased productivity should be shared, he reported, the committee agreed that:—

In order to ensure that higher productivity does in fact lead to higher standards of living, it is of the utmost importance (a) that the benefits of higher productivity should be equitably distributed among capital, labour and consumers; and (b) that the demand for goods and services should be maintained at a sufficiently high level and that adequate measures should be taken to prevent higher productivity from leading to unemployment. In countries where employment opportunities are limited by scarcity of capital, special attention needs to be devoted to the problem of ensuring an adequate rate of capital formation.

These are matters both of social justice and of economic necessity; failure to distribute widely the benefits of higher productivity and to maintain demand and employment would mean that the conditions for continuing increases in productivity would not exist.

The committee rejected, he said, the proposal that there should be a specific formula for tying wage increases to changes in productivity. Benefits accruing from improved productivity should be the subject of collective bargaining, the committee agreed, without having a fixed formula laid down. Unions should not assume, the committee reasoned, that all benefits from increased productivity should go to labour. If some of the gains of increased productivity were realized through reduced prices, the committee argued, workers as well as consumers generally would gain.

Dr. Haythorne's address was followed, as were those of the other speakers, by a discussion period, during which those attending asked questions to be answered by the speaker or by others at the conference.

When asked why he did not accept "output per man-hour" as a definition of productivity, Dr. Haythorne replied that "output per man-hour" is an alternative definition. "It is a productivity index," he said. "The thing to be avoided is a labour productivity index, because it gives the impression that labour is the only factor of productivity."

A management representative complained that unions were misleading the public by using productivity ratios based on man-hour input to justify wage demands based on increasing productivity. Dr. Haythorne advised management to make clear the limitations of the use of labour input as a component of the productivity ratio. Dr. Rees, another conference speaker, added that "in collective bargaining the concept of the whole economy should be used, as this includes increases of productivity due to capital growth, labour efficiency and technological improvement".

Another question was: "Is it a good plan to share the benefits of increased productivity through higher wages rather than through lower prices, which help those on fixed incomes?" The questioner pointed out that increased wages help first the organized groups, then, if there is anything left, the unorganized groups. Dr. Haythorne felt it would be better to achieve a happy medium. "I feel it is not good for the economy as a whole," he said, "that the benefits of increased productivity should go to one or the other."

To this statement, Prof. Woods added: "You can't expect a common wage to apply to all industry, to the wage leaders as well as the marginal or sub-marginal industries. What do you do with low-productivity industries? If there is no possibility of increasing productivity, the industry should be allowed to die. If there is a possibility, management and union should work together to make sure that the increase takes place."

Objectives and Ideas of the Labour Movement

Brendan Sexton, Director of Education, United Automobile Workers (CIO), the first union official ever to address a McGill industrial relations conference, spoke on "Developing Objectives and Ideas of the Labour Movement".

His union's most important present objective, he told the conference, is "to bring about a greater degree of stability of employment through the negotiation of guaranteed annual wage plans". It will fight for the guaranteed annual wage in the hope of "stabilizing" purchasing power, he said.

Mr. Sexton began by saying that the aims and objectives of the trade union movement are set out and can be read "in the union contracts that have been negotiated with employers and in the resolutions adopted at conventions and in the addresses of the leadership of the trade union movement".

Different kinds of unions from time to time have substantially different ideas, he pointed out, explaining that craft unions are less concerned with the problem of human relations in industry and with problems of seniority than large industrial unions of necessity are. The workers in industrial unions, he said, are removed from their employers by "layer upon layer of bureaucratic structure" and by thousands of miles.

"The programs of the industrial unions are more general, more political and probably more radical," he said, summing up the differences in the programs of the industrial and craft unions.

The objectives of the trade union movement will change, even from day to day and certainly from year to year, depending upon changes in the political climate and in accordance with changes in the health of the economy, he said. Specifically the trade union movement seeks, he added, quoting Sam Gompers' reply to a Congressional query, "more, more and always more".

"The goals of the trade union movement necessarily must be continually to seek a larger share in the national wealth of the nation in which it operates and a larger measure of control over the conditions under which the workers it represents operate," Mr. Sexton declared.

He then emphasized that unions do not exist for the purpose of promoting greater productivity or even greater production. Managements who have not accustomed themselves to this idea must inevitably do so, he warned.

"It may be," he continued, "that a labour union, in the course of pursuing other goals, will take part in a program which may lead to increasing productivity or production; but this is not a function of, nor the purpose of, the trade union movement. The trade union movement exists for the purpose of defending and extending the rights of the people who belong to that movement and who pay dues to support the movement." When the trade union movement ceases to promote the best interests of its members, he added, the trade union movement will probably cease to exist.

Mr. Sexton presented statistics on retirements under UAW-negotiated pension plans in support of his statement that unions press continually for improvements in the standards under which their members are employed.

In this connection he mentioned that his union is seeking to have included in pension agreements an escalator clause to

protect retired workers against increases in the cost of living and to "allow them to continue to share in the increasing productivity of the nation". He also reported that the UAW was seeking to have eliminated from its agreements the automatic retirement age.

"I think there is an increasing awareness in our society," he said, "that it is arbitrary and unwise, if not unjust, to establish in collective bargaining agreements automatic age limits at which people must retire, since we learn increasingly that many people are at age 67 are as productive as other people are at age 55 and some people are as productive at age 77 as other people are at 67."

Speaking of his union's desire for a guaranteed annual wage, Mr. Sexton said that both Canada and the United States seem likely to be faced within a very short time with the problem of maintaining employment in the face of diminishing expenditures for armaments; and, because our productive power will in 20 years be double our current power to produce, with the problem of increasing our ability to consume as rapidly.

"If substantial cuts in expenditures for armaments are made, consumer income, it seems to us," he stated, "necessarily will have to increase very rapidly if economic decline and perhaps even economic collapse is to be averted." There is now no pent-up demand to be satisfied as there was at the end of the Second World War, he pointed out.

Mr. Sexton likened the demand for a guaranteed annual wage to the earlier union demand for call-in pay. "Management told us," he recalled, "that it was impossible to plan their production so that they would not have to have workers on the job every day unless they were going to use them. We found, however, that when we did negotiate these agreements and we put the burden on management for planning, these clauses fell into disuse almost as quickly as they were negotiated." He believed that, if the burden for planning production over a year's period were placed on management, then management "would begin to find some way to stabilize employment".

A guaranteed annual wage on a wide-enough scale may prevent an economic downturn and, if it fails to do that, would prevent an economic recession from becoming a disastrous depression, he believed.

"As production of goods is cut back because surpluses have piled up," he explained, "the guaranteed annual wage

should provide the buying power to remove these surpluses from the market so that production may be speedily resumed."

To conclude, Mr. Sexton told the conference that "the union movement will seize upon almost any opportunity that is presented to promote the economic well-being of its membership, since it believes that in doing so it promotes not only the well-being of its own membership but also of the total community".

Some of the questions addressed to Mr. Sexton after he had spoken, together with his answers, were:—

Q. Why is the UAW opposed to arbitration of the speed-up?

A. We may submit a particular case to arbitration when we feel that the difference between labour and management is not so great that an adverse decision would be harmful. We do not wish to arbitrate a question that may affect the workers' health and safety.

Q. What would you substitute for calendar age in retirement?

A. Physical examination of some kind, plus work records.

Q. The guaranteed annual wage may result in the condition that management will exercise such caution that unemployment will be centred in the group that has not been fortunate to have become union members.

A. I think that to some extent there is that danger. At times a union may seem to negotiate agreements that seem to have an adverse effect on some segments of the population.

Q. What are your views on price decreases as an alternative to wage increases?

A. Naturally, if prices decrease, there will be less pressure on unions to demand wage increases.

Q. What do you think would happen if, as it did last year, the rate of increase in wages continues to exceed that of productivity?

A. I don't envisage that that situation would continue to exist in our society. Employers have the power to resist and certainly will resist, because a continuation of the situation you mention would eat into profits; and no management will bargain themselves out of business. Although it may happen from time to time that wage increases exceed productivity increases, I don't envisage it as a continuing condition.

Q. Justify labour's demands for a share of the benefits of increased productivity resulting from technological improvements.

A. We believe union wage demands have resulted in technological improvements. Therefore you cannot say that management has introduced technological improvements; the society has created them. Technological improvements have come from society; labour, as a segment of that society, should share in the benefits.

Technology and Human Relations

"We are constantly perfecting our engineering skills and our human relations skills but the curious fact is that we have somehow failed to recognize the interdependence of the two fields," said Prof. Robert H. Guest of the Yale University Institute of Human Relations, whose address bore the title "Technology and Human Relations".

"We must know what is happening to machines before we can interpret what is happening to man," he said, pointing out that what the engineer does to change the machine environment is as "crucially" important to human relations as the non-technical action of the administrator, the foreman, the personnel manager or the shop steward.

In developing his theme, Prof. Guest discussed first the effects of a specific technological environment on workers, then technological change. He devoted the first part of his address to a discussion of the effects of highly repetitive and routine tasks on men on an assembly line.

After defining the general characteristics of the mass production method and the "job cycle" on an assembly line, during which each worker must perform a prescribed number of operations within a set time limit and, on moving conveyors, within a given distance, he quoted from an interview with an assembly line worker (see box, p. 854). The worker, a welder in an automobile plant who at the time of the interview was earning close to \$70 weekly, expressed satisfaction with his pay, the working conditions, his job security and the hospitalization and disability benefits but dissatisfaction with his job.

"For this man," said Prof. Guest, "the engineers had, in applying the principles of mass production in their extremes, factored out virtually everything that might be of real personal value to the individual." He pointed out that the job was highly repetitive, that there was little or no need for skill, that the tools and work procedure were all set up for him (and when techniques changed, the engineer, not the worker, controlled the change), that he worked on a fraction of the product and

never obtained a sense of the whole, and that the attention required was too much to allow him to daydream or talk with others but not enough to absorb him in his work.

Prof. Guest pointed out that the technical set-up of the assembly line also determined the character of social relationships in the plant. "Men on the line," he said, "work as an aggregate of individuals with each man performing his operation more or less independently of others. The lack of an intimate group awareness appears to reinforce the same sense of anonymity fostered by the conveyor-paced, repetitive character of the job itself."

Commenting on the worker's meagre hope for promotion, Prof. Guest said the industrial engineer, in the best interest of efficiency, had simplified the tasks so that differences in skills from one job to the next were all but eliminated and it was difficult for the average worker to move vertically through a series of distinct steps in promotion. "Over the years, the union itself, through collective bargaining, has encouraged the trend towards uniform wage standards," he added.

An examination of the work careers of more than 200 workers revealed only a few who had experienced any substantial change in job classification in a period of 12 to 15 years, he continued. All of the workers had improved their over-all economic status but, individually, few experienced much change in their relative job status. The net effect of this, the professor pointed out, was the further "de-personalization" of the job. The worker was just a "cog in the wheel".

Despite the profits made by companies adopting mass production methods and the good wages earned by the workers, there are economic costs to the industry, Prof. Guest said, in addition to the social costs to the men involved. High absenteeism and turnover rates add to replacement and training costs. Quality performance is low because of the inherent lack of interest in the jobs and labour-management relations remain in a state of constant tension; this, too, is costly, he stated.

He was not advocating the scrapping of mass production methods, he emphasized, but he urged industry and labour to take steps to bring about a better adjustment of man to machines. He suggested:—

1. A certain amount of flexibility in the way in which work is set up and performed.
2. A system of job rotation determined by the work group with the co-operation of line supervision.

"My job is to weld the cowl to the metal underbody. I take a jig off the bench, put it in place and weld the parts together. The jig is all made up and the welds are made in set places along the metal. Exactly twenty-five spots. The line runs according to schedule. Takes me one minute and fifty-two seconds for each job. I walk along the line as it moves. Then I snap the jig off, walk back down the line, throw it on the bench, grab another just in time to start on the next car. The cars differ, but it's practically the same thing. Finish one—then have another one staring me in the face.

"I don't like to work on the line—no man likes to work on a moving line. You can't beat the machine. Sure, maybe I can keep it up for an hour, but it's rugged doing it eight hours a day, every day in the week all year long.

"During each day I get a chance for a breather ten minutes in the morning, then half hour for lunch, then a few minutes in the afternoon. When I'm working there is not much chance to get a breather. Sometimes the line breaks down. When it does we all yell 'whoopie!' As long as the line keeps moving I've got to keep up with it. On a few jobs I know, some fellows can work like hell up the line, then coast. Most jobs you can't do that. If I get ahead maybe ten seconds, the next model has more welds to it, so it takes ten seconds extra. You hardly break even. You're always behind. When you get too far behind you get in a hole—that's what we call it. All hell breaks loose. I get in the next guy's way. The foreman gets sore and they have to rush in a relief man to bail you out.

"I like a job where you feel you're accomplishing something and doing it right. When everything's laid out for you and the parts are all alike, there's not much you feel you accomplish. The big thing is that steady push of the conveyor—a gigantic machine which I can't control.

"You know, it's hard to feel that you are doing a good quality job. There is that constant push at high speed. You may improve after you've done a thing over and over again, but you

never reach a point where you can stand back and say, 'boy, I done that one good. That's one car that got built right'. If I could do my best I'd get some satisfaction out of working, but I can't do as good work as I know I can do.

"My job is all engineered out. The jigs and fixtures are all designed and set out according to specifications. There are a lot of little things you could tell them, but they never ask you. You go by the bible. They have a suggestion system, but the fellows don't use it because they're scared that a new way to do it may do one of your buddies out of a job.

"My chances for promotion aren't so hot. You see, almost everybody makes the same rate. The jobs have been made so simple that there is not much room to move up from one skill to another. In other places where the jobs aren't broken down this way the average fellow has something to look forward to. He can go from one step to another right up the ladder. Here it's possible to make foreman; but none of the guys on the line think there's much chance to go higher than that....

"We had a walk-out last year. They called it an unauthorized strike. Somebody got bounced because he wouldn't keep his job on the line. The union lost the case because it should have gone through the grievance procedure. The company was dead right to insist that the union file a grievance. But it was one of those things it's hard to explain. When word got around that the guy was bounced, we all sort of looked at each other, dropped our tools and walked. Somehow that guy was every one of us. The tension on the line had been building up for a long time. We had to blow our top—so we did. We were wrong. The union knew it and so did the company. We stayed out a few hours and back we came. We all felt better, like we got something off our chests.

"Some of these strikes you read about may be over wages; or they may just be unions trying to play politics. But I sometimes think that the thing that will drive a man to lose all that pay is deeper than wages. Maybe other guys feel like we did the day we walked out."

—Excerpts from an interview with an automobile worker by Prof. Robert H. Guest, Yale University, quoted at McGill University's fifth annual industrial relations conference.

3. Job enlargement, a method in which a single worker performs a number of different operations over a longer time cycle.

4. Improved selection and placement methods.

5. Better training facilities so that workers can in time become qualified to fill openings in the craft and clerical positions.

Prof. Guest then turned to the problem of technological change and its influence on men at work.

"We live in a period which accepts and welcomes change," he said. Although since the beginning of the '40s the displacement of workers has been kept at a minimum because the expanding market has been able to absorb the products of both the older and newer industries, he continued, yet thousands of men and women, and many small businesses and communities, are today suffering from change. He described conditions in a town in which the major industry was shut down when a new process for making the plant's product was developed and the new facilities located elsewhere.

The challenge today, the speaker declared, is to recognize that government, management and labour unions must take advantage of the present period of prosperity to study the social costs accompanying industrial change. Area seniority plans covering whole communities were cited as an example of what is being done to help cushion the impact of technological change, especially that type of change involving the closing down of a single unit in a large corporation. The normal seniority structure of collective agreements hinders mobility, Prof. Guest pointed out.

He then issued a call for joint planning when technological changes are proposed. "Those concerned with the human relations repercussions of the change—the line supervisors, the personnel people and the representatives of the workers—must be allowed to have a voice in a proposed change as soon as, if not before, the plans reach the drafting board," he declared. "Much can be accomplished through the collective bargaining process to adjust to change. The more enlightened unions and managements are coming to realize that mutual understanding is absolutely essential."

Some steps being taken to minimize some of the immediate social costs of technological change were listed by Prof. Guest. These were:—

1. Holding off the hiring of new workers until those displaced by a technological change have been absorbed elsewhere in the organization.

2. Establishing adequate separation pay where displacement cannot be avoided.

3. Guaranteeing average previous earnings during the period of transition.

4. Maintaining "out-of-line" differentials for workers whose job classifications are lowered as a result of the change.

5. Establishing new incentive rates which will allow for earnings equivalent to or better than former rates.

6. Developing systems to allow workers to share in the over-all benefits of increased productivity brought about by technological improvements.

In addition to these steps, Prof. Guest then emphasized, there is a deeper need for understanding between those concerned with people and those concerned with machines and methods.

"Human relation is not something apart from technological environment," he concluded. "There is something basically wrong in the practice of designing and building machines, setting up methods and standards, then manning the shop with people and leaving it up to line management, the personnel manager and the union to straighten out the human relations problems which inevitably develop. Clearly called for is joint planning in advance by all parties at interest.

"It may even be found that the engineer and methods expert can modify the design of operations in line with sound human relations principles without violating sound engineering principles."

Asked during the discussion period following his address whether much has been done to give workers a sense of importance, Prof. Guest replied: "Not very much; not enough."

When asked if there were not some persons who adjust to repetitious jobs, he stated that some do but that the majority do not. He then went on to say that psychologists had found the persons who do readily adjust to repetitious jobs possess certain personality characteristics, namely, low intelligence, low education, a lack of drive for advancement, a belief that the pay is the important thing and a failure to identify themselves with the company.

"This," said Prof. Guest, "raises the question: why not set up tests to pick out persons with those characteristics? Instead," he declared, "we should change the environment."

Prof. Guest was asked whether governments should subsidize industries made obsolete by technological progress, e.g., the Nova Scotia coal mines. He replied: "Yes, until long-range planning can be completed."

Collective Bargaining and Inflation

"On the whole, collective bargaining has probably not raised wages above the levels they would have reached in its absence," Dr. Albert Rees of the Industrial Relations Centre, University of Chicago, told the closing session of the conference. Market forces are the primary cause of rising wages during an inflationary period, he contended.

Dr. Rees, who spoke on "Collective Bargaining, Full Employment and Inflation," also expressed the belief that a more modest full-employment goal will help to preserve free labour markets and free collective bargaining without inflation. "An over-ambitious full-employment policy will eventually produce wage controls or other types of government interference with the collective bargaining process," he warned.

Cautioning the gathering that his knowledge of the wage-price spiral was limited to the United States, he declared that evidence, rather than supporting the view that collective bargaining has caused the wage increases of the last 12 years, offers some support to the view that collective bargaining has held wages down.

To introduce his address, Dr. Rees announced he would discuss several questions: What has been the rôle of wage changes in the inflationary process? Are they a cause of inflation or merely a reflection of changes elsewhere in the economy? What is the relation between wage changes and full employment?

He rejected as a crude concept the interpretation of the wage-price spiral which sees the spiral starting with a wage increase, which raises production costs, then product prices, and allows wage earners to bid up the prices of products not affected by the cost increases, so that workers demand still higher money wages and the spiral continues indefinitely. Putting the wage increase first is viewing the spiral as it seems to the employer, he said. To the employee it is seen as a price-wage spiral.

He rejected that interpretation, he explained, because it says nothing about money. "Unless the quantity of money increases or existing money circulates more rapidly," he said, "a higher level of wages will produce unemployment rather than

inflation. Unemployment will act as a check to further demands for wage increases."

Citing wage increases obtained by collective bargaining in the United States steel industry from 1945 to July 1952, Dr. Rees pointed out that they seem to be "the results of conscious decisions, not of impersonal economic forces—the starting point rather than the end of a chain of economic events". The slow upward creeping of wages in unorganized sectors of the economy is unnoticed, he declared.

To explain his statement that collective bargaining has held wages down, Dr. Rees said that collective bargaining turns wage movements into a series of steps and pointed out that, in periods of rapid inflation, "the stabilizing effect of the width of the step—in time—may outweigh the upward pressure represented by the height of the rise". Also, he said, the downward wage inflexibility of collective bargaining encourages some degree of upward inflexibility.

"Collective bargaining makes it more difficult for employers to reduce wages when demand slackens," he pointed out. "It therefore tends to prevent them from making 'temporary' increases in wages and prices during periods of high demand, for fear that the temporary price increases will really be temporary whereas the supposedly temporary wage increase will in fact be permanent."

To support his contention that collective bargaining has probably not raised wages above the levels they would have reached in its absence, he cited the labour shortages in the United States steel industry in 1946 and 1947 and compared wage movements between highly-unionized industries and those with little or no unionization. The shortages, he said, indicate that, in the absence of unions, employers would have set wages at least as high as the negotiated rate to attract labour. The comparison of average hourly earnings in unionized and non-unionized industries shows the movements of earnings in the two groups to be similar, with the advantage, if any, lying with the non-unionized group. Similar results are obtained from a comparison of average annual earnings.

Dr. Rees warned, however, that two reservations had to be kept in mind when making such comparisons. First, he explained, they apply only to the effects of unions on money earnings during a period of inflation. "It is highly probable," he pointed out, "that unions increase the

money earnings of their members relative to others during periods of deflation and some unions may do so during periods of stable prices." He added that unions, during all periods, afford their members many non-economic benefits not enjoyed by many non-unionized workers.

Second, he stated, the absolute level of earnings in unionized industries was higher than that of non-unionized industries in the base year, so that equal percentage increases will generally represent larger absolute increases for the unionized industries.

"The real cause of inflation," Dr. Rees declared, "is the abdication by the monetary authorities of their responsibility for maintaining stable monetary conditions. I know of no evidence," he added, "that unions in the United States have influenced monetary policy by political means since 1939."

One way unions could create political conditions in which the monetary authorities would not be free to pursue an anti-inflationary policy, he pointed out, is by succeeding in committing a national government to a policy of maintaining full employment at any cost.

"Under such a policy," he explained, "wage increases would force the government to increase the money supply enough to finance a higher level of wages and prices. If the government did not do this, the wage increase would result in unemployment."

In Dr. Rees' opinion, whether or not full employment will produce inflation depends on the definition of full employment. The most widely accepted definition, he said, is Sir William Beveridge's: "having always more vacant jobs than unemployed men." Such a definition is "inherently inflationary," Dr. Rees declared.

He then quoted a definition of full employment, given by Swedish economist Prof. Bertil Ohlin, that "implies a non-inflationary monetary and fiscal policy". Prof. Ohlin defined full employment as the highest level of employment compatible with stable prices. This definition, Dr. Rees stated, "would permit a rise in wages roughly equal to the long-run rise in productivity".

Under a Beveridge-type full employment, he said, the amount of unemployment that should be permitted in the United States ranges from an estimated two to four per cent of the labour force. Is it desirable to change this full-employment goal by one or two per cent of the labour force to permit a successful anti-inflationary policy, he then asked.

"An over-ambitious full-employment policy will eventually produce wage controls or other types of government interference with the collective bargaining process," he said. "Such interference is rightly distasteful to unions and management alike. With a somewhat more modest full-employment goal, we can preserve free labour markets and free collective bargaining without inflation."

In the discussion period following his address, Dr. Rees said that if a government says to labour and management, "You have to stop inflation," labour and management should answer: "We are not responsible; we don't have that influence. You have the influence with tax policy, monetary policy, etc."

A Theory of Industrial Relations

Prof. H. D. Woods, Director of McGill University's Industrial Relations Centre, convener of the conference, was the speaker at the conference dinner. He titled his address "Men and Industry", announced he was setting forth a theory of industrial relations but stated he would be satisfied if he succeeded in "asking the right questions and posing the real problems".

One of the problems he felt had arisen out of the conflict of power groups engaged in industrial relations was that the concentration of management and unions on the power issue "has absorbed their energies and diverted them from fuller consideration of the problem of men at work.

"In a sense," he said, "the worker may be the forgotten man in the resolution of union and management conflict."

Prof. Woods began by stating that the actions of the three groups actively engaged in industrial relations problems—managements, unions, and governments and other third parties—are related to policy. Every management, he said, has its personnel and industrial relations policy, which is, to a degree, consciously worked out. The union movement is constantly shaping and reshaping policy. The modern state, because of the economic and social repercussions of industrialism, has been forced into the field and has fashioned public policy as reflected in social and labour legislation and administrative machinery.

A prerequisite policy, he continued, is understanding, which should not be based on error. Yet labour and management may be working from conflicting assumptions and policies are formulated as a result of compromise.

Conscious policy is now concentrated, Prof. Woods said, in power agencies such as corporations, unions and governments, and we have abandoned the idea of a self-regulating economy for one based on compromise between and among large power agglomerations.

"The power conflict is a fact and collective bargaining is the means of resolving it," he declared. And, he warned, the destiny of a free society depends upon the resolution of this power relationship.

Prof. Woods then turned to the worker in industry.

The worker in industry functions more or less in a specialized job of a specialized department of a specialized industry, which in turn is part of an interdependent economy. As employee, he is subject to the authority of management and his perspective tends to be limited to the experience of his own job. He may have little knowledge of or interest in the whole operation. He is subject to the prosperity of the firm and is insecure in his employment. In the circumstances, management decision and management action related to the solutions of business problems effect him vitally. . . . Management, the state, and unions become the agencies through which the workers' problems are worked out. Yet all three suffer from lack of knowledge of the needs and aspirations of employees.

The depersonalization trend, derived from the nature of industry itself, is supported by management policies developed in recent decades, he continued. "Impersonality is the essence of modern management and union practice," he said, pointing out that standardized selection, employment, training and promotion policies, among others, reflect the separate or joint influence of management and the union.

By "impersonality" he did not mean that no one pays any attention to the worker, he emphasized. But all those in industry who concern themselves with individuals think of them in the context of their formal relations with others: everyone is classified.

Prof. Woods then listed a number of major problems "important not only for unions and management but also for men at work and for the public at large":—

1. In an enterprise economy which retains free political and social institutions, the final responsibility for decision-making in business rests with management. The growth of corporations and the enlargement of the business unit greatly enhanced the power of management. The growth of unions and the developing state function in economic and social affairs has reversed the trend towards power of man-

agement. The question of the ability of management to function and discharge its responsibilities is important, not only for management but also for unions and the public.

2. The growth of union collective power in answer to the collective power of the corporation and to the growing problems of industrial and other wage workers has been attended by a weakening of the relationship between union officers and rank and file members. In the process union objectives tend to become redefined and oriented towards associational aims at the expense of the individual aspirations of worker members. The price of union power may be the decline of member influence.

3. The collective relationship between union and management has strengthened the trend towards large-scale group action and the reduction of market influences.

4. Concentration of management and unions on the power issue has absorbed their energies and diverted them from fuller consideration of the problem of men at work. Some attention to human relations is given by industry, little by unions, and none at all by both together.

Summing up, Prof. Woods appealed to business leaders, union officers and government officials to give serious attention to human relations in industry.

"In a sense, the worker may be the forgotten man in the resolution of union and management conflict," he said. "It seems to me that both management and union officials need constantly to be considering the implications of collectively-determined personnel administration from the point of view of the 'customer', the worker himself, not in terms of what they believe his interest is or ought to be but in terms of the worker's definition."

He concluded by warning that industrial conflict poses a threat to the preservation of free institutions. Decisions by power groups must produce "socially desirable" results, he said.

"The guarantee of the retention of freedom surely rests on the success that is achieved in developing a climate favourable for objective study of the social and human problems of administration in business and industry," Prof. Woods said. "The task of preserving free institutions will continue to place a heavy burden of responsibility on the two most powerful elements in society, business and unions, particularly because of the inevitable impact of their mutual relations.

"It is about time that they began to define problem areas of common concern and approach them together."

Laval University's 8th Annual Industrial Relations Convention

Human relations in industry at the plant level is the central theme on which seven speakers base addresses during the two-day conference

Since human problems in industry are felt primarily at the plant level, the studies at the 8th annual convention* on industrial relations at Laval University, held at Quebec on April 20 and 21, were limited to that sphere.

During the two-day session, more than 500 delegates—heads of concerns, industrial relations directors, labour leaders, officers of employers' organizations, personnel directors, legal and moral advisers, labour officials, industrial engineers, social workers and professors—attended seven lectures, each followed by a free exchange of opinions, analysing methods for adapting the workers to the continual changes brought about by the constant development of production techniques.

Introduction of the Theme

Gérard Tremblay, Quebec's Deputy Minister of Labour and Director of Laval's Department of Industrial Relations, who was chairman for the convention, briefly outlined the theme in his opening address. Mr. Tremblay reminded his listeners that, although the machine is valuable, the one who assembles and operates it is more valuable still.

"Human capital," he said, "to use an expression which is hateful because of its unpleasant materialistic associations, must be protected."

"We are living in a world in which the techniques of production are constantly changing, in which production itself is developing new fields of activity opened up by scientific research. How can the workers be adapted to these continual changes? Companies are mechanizing their

working methods, introducing new machines, establishing mass production and production on the assembly line or conveyor belt. How will the worker react to work which loses its personal value when it becomes repetitive and parcelled out? The worker, who is a human being, must understand these changes and the need for them if he is not to deteriorate into a robot."

Mgr. Alphonse Marie Parent, P.A., Vice-Rector of Laval University, also spoke at the opening session, welcoming the delegates and giving the key-note for the discussions.

"As essential conditions for social peace," he said, "the supremacy of man over matter requires, on the one hand, the adaptation of the work to the worker: duration, rhythm, methods, hygiene, apprenticeship, professional environment; and, on the other hand, an organization of the work based on an effectively protective status of the right of association, both for employers and for workers, which, in the ordinary course of events, directs employers' and workers' associations towards the coming of a social order based on justice and charity."

Social Structure of the Concern

The social structure is a small world in which, by reason of the division of labour, jobs are necessarily diversified and fall into a hierarchical pattern. How can the individuals, in this hive which is the factory, be integrated in such a way that all may feel useful, even when carrying out the most humble tasks, that all may be as one in accomplishing the work of production?

The first speaker, Emile Gosselin, Secretary of Laval's Department of Industrial Relations examined the social structure of the concern.

"The concern," he said, "in addition to producing goods and services, must assume the eminent social rôle of providing for the members of its staff a framework in which all will be able to develop their personal abilities, a circle to which all will be proud to belong; in short, a society in which they will be able to satisfy their most legitimate ambitions."

*Themes of the seven previous conventions were: industrial relations in Quebec (1946); collective agreements and union security (1947); forms of labour-management co-operation (1948); technique of labour relations (1949); wage structure (1950); security in the worker's family (1951); and wages and prices (1952). The 1950, 1951 and 1952 conventions were reported in the *LABOUR GAZETTE* (June 1950, p. 817; June 1951, p. 794; and June 1952, p. 723).

Mr. Gosselin divided the real social structure of the concern into two structures of relationships: a formal social structure and an actual social structure. These two structures of relationships make up the real social structure of the concern, influencing and completing one another.

Three factors, according to the speaker, affect most social relations in the concern: members of the staff do not all enjoy the same authority; they do not all carry out the same duties; and, while at work, they have to communicate among themselves through official channels.

Mr. Gosselin then dealt with the social effects and consequences of these factors. The formal organization will contribute towards the creation of a social scale in the concern; it will be the cause of filtering and slowness in communications; it will give rise to the spontaneous organization of social relations by facilitating the formation of groups with common interests.

"The members of a sector," the speaker explained, "will have a feeling of solidarity with one another; they will adopt common attitudes and will unite in defence of the activities of the group itself when they feel threatened by outside forces." This solidarity would explain in part the friction which develops in a concern. It should therefore be taken into account where production is concerned.

Pointing out that the individual wants to give more than an economic sense to his relations in the concern, the speaker added that the individual looks to the group for what his official relations in the plant cannot give him.

"If the concern is to be integrated on the level of economic and human requirements," Mr. Gosselin concluded, "it would perhaps be beneficial to make use of the group technique to increase production and at the same time to improve the spirit of co-operation among the participants."

Authority in the Concern

The employer must administer his plant. This responsibility brings him into contact with his supervisors and workers. Under what conditions and, especially, in what atmosphere should he exercise his authority in order to obtain, from the human and even from the technical point of view, the most effective results?

"Considered within the framework of the community at large," said Roger Chartier, in charge of industrial relations education at Laval University's Extension Course Centre, "every company contributes to the

satisfaction of the needs of a nation, to the maintenance of a standard of living and to the progress of a civilization."

The speaker stressed the fact that relations between the members and the agents of concerns, especially between those who contribute their labour and those who contribute capital, give rise to combinations of rights and reciprocal duties which affect the management and the administration of the concern, the ownership of the product and the distribution of profits.

The source of authority, according to Mr. Chartier, is God; its foundation is the common good. There is no authority which does not come from God. The end of man is the common good; in order to subsist and to attain his end, man has a fundamental need of society and of his fellow-men. This society, grouping such diverse activities, cannot be maintained without authority.

After reviewing the qualities of leadership, the speaker reminded his listeners that the great art of the leader or the head of a business lies in the effective delegation of part of his powers of decision to all levels of the hierarchy.

Mr. Chartier closed with an analysis of the conflicts of authority in a unionized company.

"Trade-unionism," he said, "has brought about an expansion of labour demands, and collective agreements have given rise to a new problem, the problem of the prerogatives of employers. The workers will not agree to imposing any limits on collective bargaining, because, for them, there is no question of principle involved, and because they consider that agreement on all points should henceforth be reached 'together'. They want to identify themselves as closely as possible with the concern and play a more and more important part, in accordance with changing conditions, in its life and progress. The employers' attitude, either of shock or of acceptance, creates or solves the problem of authority in the concern."

The Union and the Company

The union has every right to establish itself in the concern. By reason of its influence on the workers and on the operations of the company, it becomes a factor in production. What are its social responsibilities towards the concern? What are its responsibilities towards its members, towards the employer and towards society?

Marc Lapointe, Montreal barrister and Master of Industrial and Labour Law, analysed the growth of trade-unionism,

stating that it is not a passing accident in the history of the world. Following after the era of individualism, it appears to be the fruit of a reaction tending towards community life.

"Trade-unionism is a necessity today," he said, "because it fulfils a function in the social structure which we have wanted to create ourselves, and it cannot disappear until the need for it disappears, that is until the social structure has taken another step along the path of its destiny."

Mr. Lapointe pointed out that trade-unionism is a social as well as a legal institution, recognized by our laws and accepted in our social structure. "Only understanding, acceptance and sincere co-operation will enable trade-unionism to meet its obligations and to be something other than an instrument for struggle and attack and for making demands."

"The first rôle of trade-unionism," the speaker explained, "was to humanize production. Then the union applied itself to the delicate field of remuneration, and this often forced the employer to defend his methods of production, to discuss them with the union and sometimes to accept some very practical suggestions. Thus the union has been a stimulus to the employer's inventive genius. In return the union becomes an educational factor, thereby helping to increase the output in production. Trade-unionism has also done a great deal to straighten out and level off abusive competition and to make industry healthier by doing away with dishonest competition based on inferior working conditions. The trade-union movement is also a movement of harmony and stability within the concern, for it has rapidly developed a system for channelling complaints, a safety valve which works just as well to the advantage of the employer as to that of the workers. The employer is relieved of a host of grievances which the responsible union sifts out, and this is a more pleasant way for the worker than if the employer himself had to intervene."

Personnel Management and its Responsibilities

Both large and medium-sized concerns are overwhelmed with personnel problems. T. P. Dalton, Personnel Manager of the Shawinigan Water and Power Company at Montreal, analysed the duties and responsibilities of personnel managers.

"The prime responsibility of a personnel department," he said, "is to co-ordinate the directives and the activities which relations with the employees entail."

When it decides to set up a personnel department, according to Mr. Dalton, a

company must have in view the development of good labour-management relations. "It would be unfortunate," he said, "for such a service to be set up for the sole purpose of creating a negative and defensive attitude towards the union."

He stressed the need for personnel managers to possess the unlimited confidence and support of top management.

In the field of responsibilities, Mr. Dalton specified that the personnel manager should assume absolute responsibility for conducting the negotiations with the help and advice of a number of those who are in charge of production, carefully chosen from among the senior officials of the company. "He must never enter into negotiations with the union," he said, "unless he has obtained a definite mandate considered by his committee as being satisfactory, fair and reasonable."

"Grievances which reach the final stage," he added, "should be submitted to the personnel manager, who will refer the case to the head of the concern. The personnel manager will thus be able to study the case objectively, and his recommendations will save the company from embarrassing situations and needless arbitration procedures."

Rationalization of Labour and the Human Element

The intensive production of modern industry has been made possible by the division of labour and by mechanization. But the industrial genius which is responsible for the rationalization of labour co-ordinates not only energy and machines but also the men who operate and tend these machines.

How, through the rationalization of labour, can social justice be made to prevail while economic progress is realized? This was the subject of a talk by Camille Barbeau, industrial organization expert from St. Lambert.

Pointing out that the heads of commercial and industrial concerns, geared to our economic system, are obliged to rationalize, Mr. Barbeau drew attention to the following problems:—

In plants where new ideas are always having to be applied, the complete co-operation of all members of the concern, without exception, must be assured.

Scientific organization will be a complete failure in a concern if there has been no improvement in working conditions.

The workers should be given reasonable tasks.

If a greater effort is required, adequate compensation must be paid.

Methods used must be simple and of such a nature that they can be understood by all.

All parts of a concern must, of necessity, be rationalized.

Mr. Barbeau added that rationalization has given man a choice place in industry; the worker has become an expert who must have recourse more and more often to all his resources.

In closing, he expressed the hope that this movement towards the pursuit of greater and greater efficiency might lead to the abolition of all hard labour.

Physiological Aspect of Labour

Next to accidents, the worker's greatest enemy is fatigue. How can fatigue be kept within reasonable limits? Above all, how can it be prevented and its normal or abnormal causes reduced? With these questions Dr. Bertrand Bellemare, MPH, special adviser to the Quebec Department of Labour and the Workmen's Compensation Commission, tackled the problem of the physiology of labour in the industrial sphere and among the workers.

"If," he said, "with the considerable industrial expansion now going on, and if, in the present era of mechanization, we completely forget the most essential human factor, which is health, man will finally bring about his own destruction instead of improving himself while improving the machine."

Pointing out that machines used to be designed without any consideration for the human being, the speaker stated that the physiology of labour requires that the machine first be well adapted to the man and he will then adapt himself to the machine.

Dr. Bellemare also stressed the fact that work must be carried on in a healthy atmosphere; he reminded his listeners that the worker, who is the pillar of industry, must be in good health if he is not to impair the activity of industry.

After analysing some of the causes and effects of industrial fatigue, as well as certain remedies for it, the speaker stated that work must be regulated by a fair and healthy adaptation of the machine to the man and the man to the machine, by the elimination of all harmful substances from the vicinity, by the correction of differences in temperature and humidity, by an appropriate choice of colour, the elimination of noise, selection of the employees, and sanitary facilities.

Dr. Bellemare stated in closing that a healthy physiology and a healthy scientific

organization of labour must go hand in hand with the extensive economic developments now in prospect.

Adaptation of the Worker in the Concern

It is up to management, and to an enlightened personnel management, to direct the transition in a human way, reducing the necessary shocks to a minimum, said Louis Philippe Brizard, Director of the Department of Industrial Relations at the University of Montreal, describing a method of adaptation to be recommended to the supervisory staff: group discussion—that is, complete participation by those to be affected by a change in a collective and systematic discussion under the direction of the supervisory officer.

This form of industrial democracy, according to the speaker, satisfies the psychological and social aspirations of the worker. However, he mentioned certain limits to this group discussion procedure: the need for a good psychological training of intermediate management; the need to educate the workers, and the practical difficulties involved in bringing together the workers affected by the changes.

Mr. Brizard concluded his brief outline with an explanation of the rôle of the personnel department and the advantages of union co-operation in the putting into effect of this adaptation technique of collective discussion.

Human Relations in Industry

In a remarkable synthesis of the human problems which arise during the development of a company, presented at the closing banquet, Rev. Father Noël Mailloux, OP, Director of the Human Relations Research Centre at the University of Montreal, emphasized the importance of studying the conditions which will make it possible to introduce, in a world of human efforts, mutual confidence based on sincerity, justice and charity.

"In order to achieve this purpose," he said, "we must group together all persons of good will in order to ensure closer and more effective co-operation in the carrying out of that task which consists of making labour a work of human improvement."

Father Mailloux, who is also Director of the Institute of Psychology of the University of Montreal, pointed out that it is not fair to give us over to that type of determinism which has led us to the gates of the abyss and to the most disastrous of wars.

He specified that we are faced with a fundamental problem of human relations, no longer of the individual towards another individual or group only, but of a community facing another community. It should be realized that we are social beings and that every one of our reactions may have a considerable effect on the persons living around us, he said.

"Man must therefore work in order to bring more happiness to society. And he will do so only in so far as he has a clear and objective conception of human and supernatural values."

The speaker was introduced by Rev. Father Gérard Dion, Assistant Director of the Department of Industrial Relations at Laval. The banquet was presided over by Gérard Tremblay, Deputy Minister of

Labour for Quebec and Director of the Department of Industrial Relations at Laval.

Father Mailloux devoted the greater part of his talk to a history of the development of human relations in industry.

Work, he pointed out, is a personal matter, a condition of life. Man seeks, as it were, to make it the signature of his existence. Thus, instead of considering labour solely as a cause in production, we have come to recognize a real personal and human value in it.

In closing, Father Mailloux stated that work done solely for personal ends very often interferes with the operation of the concern. Labour must be a life, a work of love, a giving of oneself. Only then does it become fully effective, with regard to man and with regard to the community.

Fatal Industrial Accidents, 1952

Industrial fatalities in Canada during calendar year 1952* totalled 1,428, an increase of 13 over 1951 figure. Fatal and non-fatal accidents reported by Workmen's Compensation Boards also more numerous

During the calendar year 1952, industrial fatalities in Canada totalled 1,428, an increase of 13 over the 1951 figure of 1,415. Included in the final figure for 1951 are 12 deaths not previously reported. Accidents, both fatal and non-fatal, reported by the Workmen's Compensation Boards increased from 447,011 in 1951 to 477,885 in 1952.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.

During the year, there were 19 industrial accidents that caused the death of three or more persons in each case. On January 10, three loggers were drowned near Thurlow Island, B.C., when the boat in which they were transporting supplies back to camp overturned and sank. In the worst mining disaster since 1941, 19 coal miners lost their lives in a gas explosion on January 14 in a mine at Stellarton, N.S. A head-on collision between two freight trains at Abenakis, Que., cost the lives

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial accidents, may be omitted from the Department's records because of a lack of information in press reports.

of two engineers, a fireman and brakeman. On January 30, three railway employees were killed in a collision of two freight trains at Argosy, N.B. The engine of one train ploughed into the caboose of the other, which had stopped to take on water.

Three men working on a construction project at Froomfield, Ont., were burned to death January 31, when a small heating unit used to prevent fresh mortar from freezing tipped over and sent flames roar-

* See Tables H-1 to H-5 at end of book.

ing up the partially completed tower in which they were working. On February 5, at Carman, Man., three steel workers were killed when trapped in a falling radio tower. The men had ascended the tower to repair damage done when an airplane struck the tower the previous day. Four employees of a construction firm were burned to death at Seven Islands, Que., on March 29, when the bunkhouse in which they were staying, caught fire. The accident occurred when one of the men tried to start a stove with gasoline.

On April 8, three sawmill workers were drowned in the Saskatchewan River near Nipawin, Sask., while attempting to save equipment when the mill in which they were working was flooded. At Lions Bay, B.C., a contractor, mechanic and a machinery salesman lost their lives on May 17, when the aircraft in which they were returning from a construction project crashed into the bay. Three employees of an air transport company were killed at Cartwright Harbour, Labrador, on May 18, when their aircraft crashed while attempting to land. On May 31, at Kirkland Lake, Ont., three miners died as a result of rockbursts in the mine in which they were working.

On July 3, a fishing vessel, the *Daisy B*, disappeared off the coast of British Columbia with seven men aboard. At Glace Bay, N.S., seven miners were killed in an underground explosion July 9. Seven employees of the Manitoba Government lost their lives in a plane crash at Berens River, Man., on July 21. A railway accident at Seven Islands, Que., on September 12 resulted in the deaths of two construction workers and two employees of a mining company. The four men were in a railway caboose which was struck by a flat car which had been rammed by a runaway diesel locomotive. On September 15, three tobacco workers were killed when the car in which they were travelling was in collision with a truck near Langton, Ont. At the time of the accident, the three men were being driven back to the farm where they were regularly employed, after spending the day working at a neighbouring farm. On September 25, at Port Arthur, Ont., four men lost their lives as a result of a dust explosion at the grain elevator where they were working.

A head-on collision between two trains at Ragged Rapids, Ont., on December 23, resulted in the deaths of five of the trains' crews. Seven seamen aboard the tug *Petrel* were drowned on December 27, when the tugboat disappeared in the Gulf of Georgia.

Fatalities by Causes.—Table H-2 contains information on industrial fatalities classified by main classes of industries with a complete breakdown of the new cause classification adopted January 1, 1952. An analysis of the causes of the 1,428 fatalities which occurred during the year shows that 391 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group, the largest number of deaths was caused by falling trees and limbs (70), by objects falling or flying in mines and quarries (46), and by automobiles and trucks (42). Accidents which involved "collisions, derailments, wrecks, etc.", were responsible for 338 of the total deaths during the period. These included 142 fatalities involving automobiles and trucks, 64 involving watercraft and 43 that were the result of railway accidents. In the classification "falls and slips" 262 fatalities were reported. Of these, 238 were caused by falls to different levels.

Fatalities by Provinces.—The largest number of industrial fatalities recorded in any province in 1952 was 481 in Ontario, a decrease of two from the preceding year. Of these, 103 occurred in manufacturing, 81 in the construction industry and 80 in transportation. In Quebec, 332 fatalities were recorded, including 71 in transportation, 67 in construction and 59 in the manufacturing industries. British Columbia followed with 270 during the year. Accidents in the logging industry were responsible for 75 of these fatalities. (See Table H-3).

Fatalities by Industries.—Table H-4 provides an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,428 fatalities in 1952 was in transportation, with 17.5 per cent as compared with 17.2 per cent in the previous year. Fatalities in the construction industry accounted for 17.2 per cent, an increase of two per cent over 1951.

The percentage in manufacturing showed a slight decrease, being 16.2 per cent compared with 16.4 per cent in the preceding year. In mining, the percentage increased from 13.5 per cent in 1951 to 14.6 per cent in 1952.

3rd Meeting of Apprenticeship Training Advisory Committee

Standard definitions of occupations and analyses of trades were main topics discussed. Recommendations made concerning publicity, upper age limits in and educational requirements for apprenticeship plans

Standard definitions of occupations and analyses of trades were the main topics discussed at the third meeting of the Apprenticeship Training Advisory Committee in Ottawa, April 20 and 21. Recommendations were made concerning publicity, upper age limits in apprenticeship plans and educational requirements of apprentices.

The two-day meeting was attended by representatives of labour, industry and provincial governments. Percy Bengough, President of the Trades and Labour Congress of Canada, presided until the second day, when he was succeeded in the chair by L. J. Sparrow of the Canadian General Electric Company.

The members of the Committee were welcomed by A. H. Brown, Deputy Minister of Labour, who said apprenticeship was a most urgent problem at the present time in view of Canada's expanding economy and the preparedness program during the cold war.

Hon. Milton F. Gregg, Minister of Labour, addressed the meeting and said the importance of having key people to take part in Canada's industrial expansion cannot be over-emphasized.

"The supply of skilled workers depends in large measure on the attitudes and co-operative efforts of employers and organized labour, which in turn are directly affected by your deliberations and recommendations," he told the members of the Committee.

Definitions and Classification of Trades

In his report to the Committee, A. W. Crawford, Director of Training in the federal Department of Labour, commented on the difficulty of developing occupational titles of designated trades which would be acceptable in all parts of Canada. The present work on trade analyses, he said, would be helpful in developing standard definitions at a later time.

Several methods of classification were in use, said Mr. Crawford. These included: the general nature of the work performed;

the place the work is performed; the degree of skill and training required; and the nature of the skills required.

Members of the Committee were agreed that the degree and nature of the skills should be the main factors in defining trades. It was felt that standard apprenticeship schemes should provide training in the "hard core" of skills required. Apprentices, it was felt, could then proceed to specialize in any of the different branches of the trade.

A motion was passed urging that the work of trade analyses be continued and that the matter of standard definitions be left until after the completion of each analysis.

Trade Analyses

C. R. Ford, recently appointed Assistant Director of Training, reported that in co-operation with the Economics and Research Branch of the federal Department of Labour, all material for analysis of the carpentry trade had been gathered and a start made on material for the machinist trade.

The Director of the Economics and Research Branch, G. V. Haythorne, said the analyses are being prepared in consultation with employers, skilled tradesmen and teachers. These analyses will be sent to provincial vocational training directors for perusal and then presented in final form.

An analysis of the machinist trade, prepared by the Ontario Industrial Educational Council, was described by Mr. Sparrow. The plan, designed for small plants with few employees, provides for in-plant instruction and is an attempt to arrive at uniformity of training and classification.

Publicity

Methods of publicizing the need for in-plant training and group apprenticeship programs were discussed. It was felt that publicity by the federal Government should be integrated with that of the provincial governments through radio programs, films, articles in trade publications and displays

at fairs and exhibitions. Several members were of the opinion that publicity could be achieved most effectively through national employer and union organizations.

The Committee was agreed that publicity should be directed to local areas, should inform parents and teachers of the advantages of apprenticeship for children, and should encourage apprenticeship programs involving several plants.

Industry representatives pointed out that there is a shortage of apprentices in manufacturing. They indicated that more employers are becoming aware of the shortage and that this awareness could be followed up by publicity in the form of visits by experienced field men promoting in-plant training schemes.

The Committee adopted a resolution calling the attention of the federal and provincial governments to the importance of immediate and continued programs under which a greatly increased proportion of employers will be associated in group apprenticeship schemes. Such programs, said the resolution, should point out the availability of federal financial participation in this matter, both as to field staff and publicity campaigns.

Drop-outs in Apprenticeship

Mr. Crawford estimated that, according to information received from the provinces, 30 per cent of all apprentices enrolled in designated trades have their contracts cancelled for various reasons. The reasons given, in order of incidence, are: lack of interest; enlistment in the armed forces; and lack of fitness for the trade.

Suggested remedies for this situation, said Mr. Crawford, included development of sympathetic informed attitudes towards apprenticeship on the part of employers, unions, teachers, parents and youths; better selection methods through pre-employment classes to determine fitness; fair standard entrance qualifications including abolition of upper age limits and adjustments in apprenticeship periods; greater time credits for school training; enactment of Tradesmen's Qualification Acts; and higher wages for apprentices.

Suggestions for retaining apprentices included closer supervision on the job and in classes; follow-up of those who quit or leave the province; a system of transfers for better instruction and during slack periods; frequent increases in pay rates with bonuses for outstanding ability; full-time classes to replace part-time and evening classes; periodic consultations with employers, parents and apprentices; co-

operation with the armed forces with respect to credits; and more rigid enforcement of law and regulations.

The Committee recommended that these suggestions be passed on to provincial apprenticeship boards and directors of apprenticeship for their consideration and for the consideration, study and information of all advisory committees.

Education

In his report, Mr. Crawford emphasized the need for close co-operation between vocational schools and industry. The Committee agreed that educational measures should be co-ordinated at all levels, from manual training classes through pre-employment classes to the trade training itself.

The Committee recommended that the Training Branch of the federal Department of Labour make a survey of the educational requirements for apprentices demanded by trade unions, companies and provincial apprenticeship boards.

Other Matters

J. H. Ross, head of a special committee on equipment and teaching aids for automotive classes, reported on conferences held with auto manufacturers. Both manufacturers and dealers, he said, felt the need for more mechanics of better quality and welcomed government interest in this field.

Mr. Ross reported that equipment in most trade schools was fair to good and that it was being supplied by manufacturers either at reduced prices or on loan.

T. A. Fishbourne of the Unemployment Insurance Commission reported that there had been some difficulty at national employment offices in identifying and classifying *bona fide* apprentices. Under a newly-adopted system, however, classification will be uniform for all provinces in Canada. At the same time, unemployed apprentices registered with the unemployment insurance commission will also be registered with local apprenticeship directors.

The members of the Committee were shown a film, *Building for Tomorrow*, dealing with apprenticeship in the construction trades. The film was produced by the National Film Board and presented by the Information Branch of the Department of Labour.

Representatives of the Economics and Research Branch reported that the Labour Department's bulletin *Apprenticeship in Canada* is being revised and brought up to date. When completed, the 75-page

booklet will contain a short history of apprenticeship, a survey of government apprenticeship programs, acts and assistance, a description of private industrial apprenticeship plans and plans in the armed forces. An appendix will contain apprenticeship programs of foreign countries, typical apprenticeship forms and a table of designated trades.

Members of the Committee stated their governments and organizations would find considerable use for the booklet.

Members of the Committee

Members present at the meeting were: W. E. Wilson, Deputy Minister of Labour, Winnipeg; J. H. Ross, Supervisor of Trade Training, Department of Labour, Ottawa; J. B. Metzler, Deputy Minister of Labour, Toronto; G. Rousseau, Technical Advisor, Apprenticeship Services, Department of Labour, Montreal; R. E. Anderson, Chief Administrative Officer, Department of Labour, Halifax; J. C. Campbell, Canadian Acme Screw and Gear, Ltd., Toronto;

L. S. Sparrow, Supervisor of Apprentices, Canadian General Electric Co., Peterborough, Ont.; A. E. Hemming, Trades and Labour Congress of Canada, Ottawa; and H. Conquergood, Director of Education and Welfare, Canadian Congress of Labour, Toronto.

Others present were: N. D. Cochrane, Deputy Minister of Labour, Fredericton; K. A. Pugh, Chairman, Alberta Apprenticeship Board, Edmonton; D. C. Hicks, Inspector, Apprenticeship Branch, Ontario Department of Labour, Ottawa; J. A. McLaughlin, Assistant Commissioner of penitentiaries, Ottawa; R. E. Nuth and S. D. C. Chutter, Canadian Construction Association, Ottawa; G. V. Haythorne, W. Dymond, P. Cohen and W. W. McCutcheon, Economics and Research Branch, Department of Labour, Ottawa; G. G. Blackburn and H. L. Douce, Information Branch, Department of Labour, Ottawa; and T. A. Fishbourne, H. C. Hudson, J. McGregor and D. W. McDuffee of the Unemployment Insurance Commission, Ottawa.

Recent Speeches by Minister of Labour

Hon. Milton F. Gregg discusses rehabilitation of the disabled, post-war trends in industrial relations, supply of professional workers

In three recent speeches, Hon. Milton F. Gregg, federal Minister of Labour, spoke on rehabilitation of disabled persons, post-war trends in labour-management relations and Canada's resources in professional workers.

At a meeting of the Forest City Kiwanis Club in London, Ont., Mr. Gregg called upon Canadians, and particularly service clubs, to help with the work of rehabilitating disabled men and women.

"If Canada is going to play its part in the maintenance of world peace, it must become and remain strong through defence preparation, in other words, it must make full use of its manpower resources. This presupposes effective use of all who are or should be in the labour force, and that includes the disabled," he said.

"This is important, because as a result of the low birth rate in the '30s, the number of fit young Canadians becoming available to enter upon productive work each year is not sufficient to maintain our present rate of production. And the statisticians say that this situation will not right itself until 1966."

Mr. Gregg said that during the 14 months of its existence, the National Advisory Committee on the Rehabilitation of Disabled Persons had found that through the co-operation of government agencies, the medical profession, educationalists, vocational experts and placement services, a system can be developed that will channel the disabled from a life of dependence to a place where they can taste of the joy of personal achievement and can make their maximum contribution to the wealth of the nation.

The National Committee, said Mr. Gregg, had shown first that money is not *spent* on rehabilitation, but *invested*, and second, that while we tend to stress those who can become wholly or partly productive in the economy of the nation, the eventual objective is to restore *all* the disabled to the highest place in a community that they are capable of assuming.

Mr. Gregg said the federal Department of Labour is broadening the scope of vocational training for disabled persons and suggested that sheltered workshops, established by service clubs, voluntary agencies

and groups of employers, are necessary in a fully rounded out rehabilitation plan. These workshops, he said, could employ those who cannot compete on the open labour market in such work as packaging small products.

In an address to the Hamilton branch of the Canadian Chamber of Commerce, Mr. Gregg said that with more than one in three paid workers from all industry under agreements, Canada's economy is heavily influenced by decisions made in collective bargaining.

In the post-war years, said the Minister, labour and management "are showing an increasing awareness that, since they have to live together, ways and means can be found to make life tolerable for both.

"An observer of the contemporary labour relations scene cannot help but be struck by two healthy developments. First, the advances in working conditions represent continuing results of joint decisions by management and labour. No dictatorial decision has shaped the trends but they have grown out of the meeting of the different points of view that are brought to bear on mutual problems.

"The second encouraging result to be seen in the trend of settlements is the breadth of social consciousness reflected in them. Problems such as those of standards of living, leisure time, old age and the workers' security on the job are all reflected in the bargaining of the past decade."

By and large, said Mr. Gregg, labour and management are using collective bargaining to solve problems in which the public interest is concerned and to settle their disputes without interrupting production.

"Approximately 7,000 collective agreements are now in effect in various sections of Canadian industry. Most of these are negotiated annually without reference to government conciliation machinery, either federal or provincial.

"In the year 1952, only about 2,100 cases of negotiations went to conciliation. Of this number, almost 1,400 cases were settled with the help of conciliation officers and, of the 718 remaining cases, only 69 eventually ended in a strike."

Mr. Gregg said the two main functions of the federal Department of Labour were to provide conciliation services and to supply information on labour questions. He said the department considers that its duty is to assist labour and management "to work together in such a manner that industry will function to the greatest advantage of all the people of Canada".

At the annual meeting in Ottawa of the Professional Institute of the Public Service, Mr. Gregg revealed that Canada today has 377,000 professional workers. Enrolment in universities this year, he said, totals some 53,000 undergraduates, compared with the record high of 80,000 in 1947-48.

"This year," said the Minister, "it is estimated 10,000 new graduates will be seeking employment. By the middle of March our departmental returns indicated that there were 16,000 openings for them and for summer students, not including the requirements of the Civil Service Commission and the armed services."

Mr. Gregg said the Government is the largest employer of professional men and women, with approximately 32,000 in the Civil Service.

"Canada's rapidly developing economy, the growing complexity of all levels of government, and defence preparedness have all added to the demand for professional workers.

"Today the complexity of warfare means that defence preparedness calls for the services of people with professional training in many different fields. Large numbers of scientists, engineers and other highly trained personnel are required. These developments mean that Canada faces heavy pressure on the limited supply of professional persons."

Mr. Gregg expressed the hope that "a fair quota of our young graduates will be self-employed . . . dangerous-living, rugged individualists, who will gaily hang out their own shingles as consultants, counsellors and advisors."

Average hourly and weekly earnings of hourly-rated wage-earners in Canadian manufacturing industries reached new all-time high levels at the beginning of March, according to the Dominion Bureau of Statistics.

Hourly earnings in manufacturing averaged 134.7 cents compared with 127.8 a year earlier, weekly wages \$56.71 compared with \$53.29, and average hours 42.1 compared with 41.7.

International Labour Organization

36th ILO Conference Begins

Director-General in annual report urges widespread acceptance of the need for higher productivity. Hon. Milton F. Gregg attends sessions

A widespread comprehension and acceptance of the need for higher productivity was urged by David A. Morse, Director-General of the International Labour Organization, in his report to the 36th general conference of the ILO, which opened June 4 in Geneva. It will end June 27.

"We must narrow the gap of production," said Mr. Morse. "This must be done if we are to lay a secure basis for peace, if freedom and liberty are to prevail, and if we are to win our long battle for the dignity of the individual and of labour."

Some 66 member countries have sent tripartite delegations to the three-week conference, where about 650 worker, employer and government delegates and advisers are discussing holidays with pay, protection of the health of workers in places of employment, the minimum age of admission to work underground in coal mines, and the organization and working of national labour departments. The delegates were given information and reports on the application of conventions and recommendations of previous conferences.

The Hon. Milton F. Gregg, federal Minister of Labour, is attending the conference. Other members of the delegation from Canada are:—

Government delegates: Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch (head of the delegation) and G. V. Haythorne, Assistant to the Deputy Minister and Director, Economics and Research Branch. Government advisers are: H. R. Pettigrove, Industrial Relations Officer, Federal Department of Labour, Fredericton, N.B.; Ernest Watkinson, Chief of the Occupational Health Division, Department of National Health and Welfare, Ottawa; and Bruce Williams, Deputy Delegate, Canadian Permanent Delegation to the United Nations, Geneva.

Employer delegate: Clyde E. Shumaker, Director of Personnel, Goodyear Tire and Rubber Company of Canada, member of the Industrial Relations Committee, Canadian Manufacturers' Association, Toronto. Advisers to the employer delegate are: J. A. Brass, General Secretary, Railway

Association of Canada, Montreal; R. V. Robinson, Assistant Manager, British Columbia Division, Canadian Manufacturers' Association, Vancouver; Allan Ross, Ross-Meagher Limited, representing the Canadian Construction Association, Ottawa; and H. McD. Sparks, Manager, Industrial Relations Division, Northern Electric Company, representing the Canadian Chamber of Commerce, Montreal.

Worker Delegate: Claude Jodoin, Vice-President, Trades and Labour Congress of Canada, Montreal. Deputy worker delegate is James Morrison, Research Director, District 26, United Mine Workers of America (CCL), Cape Breton. Advisers to the worker delegate are: A. H. Balch, member of the Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa; Carl E. Berg, Vice-President, Trades and Labour Congress of Canada, Edmonton; and Lucien Dorion, Vice-President, Canadian and Catholic Confederation of Labour, Quebec.

Secretary to the Canadian delegation is H. T. Pammett, Executive Assistant, ILO Branch, Department of Labour, Ottawa.

Other Canadians attending the conference are: Hon. Antonio Barrette, Minister of Labour, Province of Quebec; Hon. Charles Daley, Minister of Labour, Province of Ontario; and Louis Fine, Chief Conciliation Officer, Department of Labour, Toronto.

At the opening session, Senator Irving McNeil Ives of the United States was elected conference president. Vice-presidents elected were Ibrahim Alami of Iran for the government group, Charles Kuntschen of Switzerland for the employers' group and Albert Roberts of the United Kingdom for the workers' group.

The report of the meeting of experts on productivity in manufacturing industries, held in Geneva last December (L.G., Jan., p. 50), was submitted to the conference. This report recommended that arrangements be made for ILO officials to visit plants of outstanding efficiency in various countries in order to obtain first-hand information on productivity methods and results, and that the ILO serve as an international clearing house of information

as well as continue its technical assistance on productivity in the less developed countries.

In his report to the conference, Mr. Morse remarked that during the past year there had been no extension of war, inflation had largely given way to stability and unemployment had not grown as appeared possible at one time.

"Contrary to what had been feared," he stated, "real wages and employment, the most important indicators of wage-earners' welfare, have not suffered the reduction that it was, at one time, feared would result from rearmament.

"The overwhelming need is for peace," said the Director-General. "Second only to that, and indeed an essential part of it, is the problem of economic and social justice.

"What is wanted now is more output in order to confirm the check to inflation, to maintain the growth of employment, to make a positive contribution to the battle against poverty in the great bulk of the world, and above all to tip the balance in favour of peace."

Emphasizing that there is still ample room for further increases in productivity, Mr. Morse said no one particular improvement in methods is likely to have a dramatic impact on living standards. It is, he said, a matter of an enormous number of small independent improvements in many small sections of all economies, all adding up to a gradual but perceptible increase of productivity.

"Increasing productivity is not primarily a matter of making workers work harder. It is a matter of using more effectively the efforts that workers are already making," he said.

"It is for us to ensure that we shall enjoy the great advantages of substantial and continuing increases in productivity, and that they shall be accompanied by fair shares for all, by an over-all level of employment that rises steadily with the number of those seeking work, by more interesting and satisfying work, and by an increasing degree of co-operation between governments, employers and workers in facing their common problems."

Four essential conditions under which higher productivity will yield an increase in welfare were listed by Mr. Morse as: (1) there should be the fullest possible consultation and co-operation between employers and workers; (2) the benefits of higher productivity should be fairly distributed; (3) effective action should be taken to ensure that higher productivity does not lead to unemployment, and (4) higher productivity should be sought by means which require of workers only a

speed and intensity of work which they can maintain without increasing fatigue, strain or risk to health or safety.

"Everybody agrees that workers as a whole should share in the benefits resulting from higher productivity," he said, "and it is evident that, at least in the more highly developed countries, they have in fact done so."

Fair wages are not the only consideration in deciding what form this share should take, he declared. There is also the matter of the prices at which goods are sold and of the proportion of the increase in wealth yielded by higher productivity which should take the form of social services, better working conditions and workers' housing. A reduction in normal hours of work in appropriate cases may also be a part of the gain from higher productivity, he said.

In addition to the debate on Mr. Morse's report, other items on the conference agenda include "The Organization and Working of National Labour Departments," "The Protection of the Health of Workers in their Places of Employment," and "Minimum Age for Admission to Work Underground in Coal Mines."

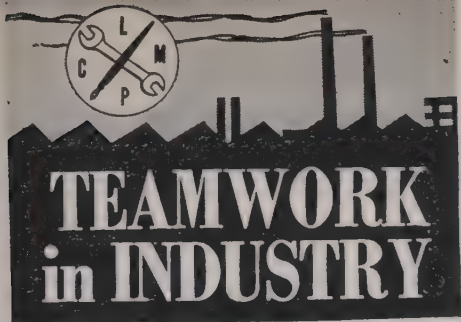
The discussion on national labour departments is scheduled as a means of exchanging information and experience between countries in which labour departments are at different stages of development. No general consideration of the problems of organization and working of labour departments has previously been undertaken by an ILO conference.

The question of regulations to protect the health of workers at the workplace was considered by last year's conference. The ILO secretariat was instructed to prepare a report after consulting with governments. This year's conference will decide whether the proposed regulations should take the form of one or more Conventions or a Recommendation, or both.

Adoption of a Recommendation that proposes that the minimum age of employment underground in coal mines be fixed at 16 years will be considered by the conference. It was drafted on the basis of a resolution adopted at the 1952 sessions.

Other items on the agenda include: preliminary discussion of principles governing holidays with pay; a proposed constitutional amendment to increase membership of the Governing Body from 32 to 40; and the ILO's 1954 budget.

Fernando Garcia Oldini, Chilean Minister to Switzerland, who is Chairman of the ILO Governing Body, officially opened the conference.



The sixth in a series of research studies on labour-management production committees, *Joint Consultation in The E. B. Eddy Company*, is now available for distribution by the Labour-Management Co-operation Service.

The study has been prepared by the Department of Labour in co-operation with the management, committee members, and officials of the three international unions who are bargaining agents for The Eddy Company Employees. These unions are: Local 34 of the International Brotherhood of Paper Makers (AFL-TLC); Local 50 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC); and Local 412 of the International Association of Machinists (AFL-TLC).

The booklet describes in detail the organization, conduct of meetings and publicity arrangements for the committees; their accomplishments and their relationship to the personnel department. After experiencing some difficulty in the early years after their founding in 1942, the committees have gradually evolved to the stage where they are recognized by both unions and management as a vital instrument in their industrial relations.

Speaking as a representative of management, A. Welch, Vice-President and General Manager, says: "The work of the Employee-Management Committees (LMPCs) within The E. B. Eddy Company has resulted in many tangible and intangible benefits for both management and employees. There is no doubt that the system has served as a vital link between the supervisory staff and the employees in general, a link which we consider to be of the utmost importance in promoting the spirit of co-operation and friendliness so essential to the effective operation of our mills."

Typical of the attitude of the representatives of organized labour is that of G. Courval, President of Local 34 of the International Brotherhood of Paper Makers, who says: "I have become a firm supporter of our Employee-Management Committees. At first I had some doubts about them and thought they might tend to weaken

our union; but they have demonstrated their value time and time again and the union itself is stronger than ever. I am convinced of management's interest in the committees and they, and we, have every reason to be satisfied with our accomplishments."

The study points out that the LMPC at The E. B. Eddy Company has succeeded in bridging the gap which had frequently separated labour and management. Through the committees, labour and management have been able to co-operate to their mutual advantage without infringing on the rights of either.

Copies of this research study may be obtained by writing to the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.

* * *

Although it has been in operation for less than one year, the LMPC at the Lachine Canal operation of the Canadian Department of Transport in Montreal has a fine record of accomplishments.

The purpose of the LMPC is to provide for and facilitate co-operation, mutual understanding and confidence between officers and employees, and to establish a two-way communication channel between Labour and Management for the exchange of ideas and information on canal operation and maintenance problems. It is also empowered to discuss problems affecting the canal administrative offices.

Among the matters which the LMPC discusses are improvements in operation and maintenance efficiency, elimination of waste in labour and materials, safety, education, welfare and recreation, and the reduction of absenteeism.

The canal management is highly pleased with the excellent co-operation it has received from the men and officials of Local 3104, United Steel Workers of America (CIO-CCL), which speaks for the employees. The LMPC has increased understanding and co-operation between labour and management, and canal operation and maintenance has improved as a result.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received seven applications for certification.

Applications for Certification Granted

1. International Association of Machinists, applicant, on behalf of a unit of clerical employees of Colonial Airlines, Inc., employed at Montreal Airport (Dorval), Montreal City Ticket Office, Ottawa Airport (Uplands), and Ottawa City Ticket Office (L.G., May, p. 697).

2. Saskatchewan Wheat Pool Employees' Association, on behalf of monthly salaried staff, office, and clerical staff of Saskatchewan Co-operative Producers Limited, Flour Mill Division, employed at the flour mill with elevator located at Saskatoon, Sask. (L.G., May, p. 697).

Representation Vote Ordered

Association of Radio and Television Employees of Canada, applicant, and Canadian Broadcasting Corporation, respondent (program and administrative personnel) (L.G., Feb., p. 239).

Applications for Certification Rejected

1. International Association of Machinists, applicant, and Trans-Canada Air Lines, respondent (ramp controllers) (L.G., March, p. 418). The application was rejected for the reason that ten months of the term of the current collective agreement had not expired.

2. Local No. 4, Marine Department, Canadian Communications Association, ACA, applicant, and Canadian National Steamship Company Limited, Vancouver, respondent (wireless operators) (L.G., March, p. 418). The application was rejected for the reason that the proposed bargaining unit was not appropriate for collective bargaining, as for all practical purposes it did not comprise a group of employees.

Applications for Certification Received

1. National Association of Broadcast Engineers and Technicians on behalf of a unit of employees of Radio Station CKOY, Ottawa (Investigating Officer: B. H. Hardie).

2. International Chemical Workers' Union, on behalf of a unit of employees of Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: R. L. O'Neill).

3. United Mine Workers of America, District 50, Region 75, Local 13618, on behalf of a unit of unlicensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

4. Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Purity Flour Mills Limited employed in the company's plant at St. Boniface, Man. (Investigating Officer: J. S. Gunn). (The application was withdrawn later in the month.)

5. United Packinghouse Workers of America on behalf of a unit of employees of Purity Flour Mills Limited employed in the company's plant at St. Boniface, Man. (Investigating Officer: J. S. Gunn).

6. Brotherhood of Railroad Trainmen on behalf of a unit of conductors and assistant conductors employed by the Canadian National Railways on its Atlantic and Central Regions, except the Newfoundland Division (Investigating Officer: J. L. MacDougall).

7. Brotherhood of Railroad Trainmen on behalf of a unit of conductors employed by the Canadian National Railways on its Western Region (Investigating Officer: J. L. MacDougall).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April the Minister appointed conciliation officers to deal with the following disputes:—

(1) Canadian Pacific Air Lines Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie).

(2) Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: D. S. Tysoe).

(3) Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers of America, Local 14 (Conciliation Officer: F. J. Ainsborough).

(4) Newfoundland Employers' Association Limited, St. John's, and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

Settlements Reported by Conciliation Officers

(1) Canadian Pacific Air Lines Limited (Accounting Department), Vancouver, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Currie) (L.G., April, p. 575).

(2) Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326 (Conciliation Officer: D. S. Tysoe) (*See above*).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

(3) Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers of America, Local 14 (Conciliation Officer: F. J. Ainsborough) (See above).

(4) Westward Shipping Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 574).

Conciliation Boards Appointed

(1) Canadian National Newfoundland Steamship Service, Canadian National Railway Company, and Canadian Merchant Service Guild, Inc. (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(2) Canadian Steamship Lines Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(3) Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes & St. Lawrence Transportation Company Limited, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(4) National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

(5) National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, p. 698). (The Board had not been fully constituted at the end of the month.)

Conciliation Boards Fully Constituted

(1) The Board of Conciliation and Investigation established to deal with matters in dispute between J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co., Ltd.; North American Elevators Ltd.; Sorel Dock and Stevedoring Co. Ltd.; Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., May, p. 699) was fully constituted in April with

the appointment of Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister in the absence of a joint recommendation from the other two members, Léonce Plante, QC, and Marc Lapointe, MCL, both of Montreal, who were previously appointed on the nominations of the companies and the union respectively.

(2) The Board of Conciliation and Investigation established in March to deal with matters in dispute between Red River Grain Company Limited, St. Boniface, Man., and Malt & Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, p. 699), was fully constituted in April with the appointment of John B. Rollit, Winnipeg, as Chairman. Mr. Rollit was appointed by the Minister on the joint recommendation of the other two members, Ivan J. R. Deacon and Harvey Barber, both of Winnipeg, who were previously appointed on the nominations of the company and union respectively.

Conciliation Board Report Received

During April the Minister received the report of the Board of Conciliation and Investigation established in February to deal with matters in dispute between British Columbia Coast Steamship Service of the Canadian Pacific Railway Company; Canadian National Steamships; and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 699). The text of the Board's report is reproduced below.

Settlement Following Board Procedure

Keystone Transports Limited and Canadian Merchant Service Guild, Inc. (L.G., Jan., pp. 54 and 90).

Strike Following Board Procedure

Gatineau Bus Company Limited, Hull, Que., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591 (L.G., May, p. 699). The strike was settled on April 20 with the assistance of Raoul Trépanier, Industrial Relations Officer of the Department.

Britain's 704 trade unions have a total membership of 9,480,000, the highest on record; government statisticians have announced. Women members number approximately 1,775,000. (For Canadian union membership, see LABOUR GAZETTE, May, p. 646; for U.S. membership, p. 815).

Report of Board in Dispute between

British Columbia Coast Steamship Service, Canadian Pacific Railway Company; Canadian National Steamships; Union Steamships Limited

and

Seafarers' International Union of North America,
Canadian District

The Hon. MILTON F. GREGG, VC,
Minister of Labour,
Ottawa 4, Ontario.

In the matter of the Industrial Relations & Disputes Investigation Act and a dispute affecting: "Seafarers' International Union of North America, Canadian District, the Applicant

and

British Columbia Coast Steamship Service (Canadian Pacific Railway), Canadian National Steamships, Union Steamships Limited."

Dear Mr. MINISTER:

On the 19th day of March 1953 you were pleased to appoint a Conciliation Board to investigate the above dispute. The Board was constituted as follows:—

Philip Fleming, Esq., Victoria, B.C.,
Chairman.

Jack Price, Esq., Vancouver, B.C.,
Union Nominee Member.

R. Mahoney, Esq., Vancouver, B.C.,
Company Nominee Member.

Hearings were held in Vancouver on March 30 and 31, April 1, April 2, April 9 and April 10, 1953. The Easter holidays intervening.

The Steamship Companies were represented by:—

T. Gossage, Canadian Pacific Railway.
P. Ayrhart, Canadian National Railway.

G. A. MacMillan, Canadian National Steamships.

H. Tyson, Canadian Pacific Railway.
Capt. O. J. Williams, Canadian Pacific Railway.

E. E. Stewart, Canadian Pacific Railway.

L. O. Dwyer, Canadian Pacific Railway.

R. C. McLean, Union Steamships.
Capt. W. Suffield, Union Steamships.
J. Muirhead, Union Steamships.

On April 15, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Seafarers' International Union of North America, Canadian District, and (1) British Columbia Coast Steamship Service, Canadian Pacific Railway Company; (2) Canadian National Steamships and (3) Union Steamships Limited, Vancouver.

The Board was under the Chairmanship of Philip Fleming, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation of the other two members. The nominee of the companies was Richard A. Mahoney, Vancouver; the union nominee, Jack Price, Vancouver.

The text of the Board's report is reproduced herewith.

The Employees were represented by the following Union members:—

N. Cunningham.

D. Joyce.

B. Perkins.

S. Scharp.

D. W. O'Reiley.

The hearings were protracted and delayed, there being three companies to consider and Easter intervened.

Extensive briefs were presented.

WAGES: A two-year agreement was signed by the three companies on March 1, 1951, which contained the privilege of re-opening the wage clause on March 1, 1952.

This was not done.

A majority of the Board, Mr. J. Price and the Chairman, recommend a wage increase of Thirty Dollars (\$30.00) per month across-the-board, except for stewards on Union Steamships who are to receive the wage increase of seven per cent (7%) and seven cents (7¢) recently negotiated

for the stewards on Canadian National Railways and Canadian Pacific Railway boats.

The Employers' nominee, Mr. R. A. Mahoney, recommends a wage increase for all personnel of seven per cent (7%) and seven cents (7¢), across-the-board.

The Board unanimously recommends the following:—

RETROACTIVITY: The wage increase to be retroactive to September 1, 1952.

UNION SECURITY: Any unlicensed personnel as provided for in this agreement shall be required to, as a condition of employment, either to join the Union and to continue as a member thereof during their employment, or in the alternative to tender the Union one month's dues, and to pay subsequent monthly dues, as required of Union members, and failure to pay such monthly dues shall be a bar to further employment with these companies until such arrears are paid. The above regulation shall be complied with within thirty (30) days of employment by the employees of the said companies.

VACATIONS: It is recommended that the companies concerned shall grant one week holiday with pay after twelve (12) months service and two weeks holiday with pay after twenty-four (24) months service.

As there are three companies concerned it is recommended that no company shall lessen the present benefits.

STATUTORY HOLIDAYS: Unanimously recommended that there shall be seven (7).

PENALTY RATE: For cleaning double bottom water tanks, boilers, working inside smoke stacks, working in bilges below bottom deck plate a bonus of seventy-five cents (75¢) per hour is recommended.

OILERS AND FIREMEN: It is recommended that each company specify the duties of Oilers and Firemen on sea watches on each ship.

CARGO—PETTY OFFICERS: It is recommended that Union Steamships include daymen in the category of Petty Officers in the Deck Department who receive overtime penalty pay, when called upon to work cargo.

PAYMENT FOR CARGO HANDLING: In the light of evidence submitted this Board

recommends that the basis of pay for handling cargo remain as in the present agreement.

HOURS OF WORK: Recommended that the hours of work remain as at present—namely eight hours within a spread of sixteen hours for all unlicensed deck and engine room ratings—other than watch-keepers.

CALCULATION OF OVERTIME: Recommended that overtime be calculated as in the present contract in increments of fifteen (15) minutes.

STANDBY TIME FOR UNION STEAMSHIPS: Recommended regularly monthly wage rate be paid for standby time for Union Steamships—this not to include subsistence pay.

HOURS OF WORK FOR ROUTINE OPERATION DUTIES: Recommended that there be no change in the present hours of work during which routine operations are performed.

We further recommend that the companies concerned make an effort to have the work performed in daylight hours where possible.

SUMMER BONUS FOR COOKS & STEWARDS UNION STEAMSHIPS: Recommended that the summer overtime bonus for cooks and stewards employed by Union Steamships be increased from Twenty-Five Dollars (\$25.00) per month to Thirty Dollars (\$30.00) per month.

OVERTIME PAY: Recommended that the overtime rate of \$1 per hour be increased by the same percentage amount as the recommended wage increase.

CONTRACT: Recommended the provisions of the contract other than wage rates be effective as of March 1, 1953.

In the light of a very considerable amount of time and effort spent by all members of this Conciliation Board, it is expected that within the framework of the award a satisfactory settlement will be arrived at forthwith without further bargaining.

Respectfully submitted.

(Sgd.) PHILIP FLEMING
Chairman

(Sgd.) JACK PRICE
Member

(Sgd.) R. A. MAHONEY
Member

World's Longest Strike Has Ended

The death of an Irish tavern keeper has ended a strike which lasted 14 years.

The strike began when the publican, James Downey, fired a bartender. The Irish National Union of Vintners, Grocers and Allied Trade Assistants began to picket his tavern at Dun Laoghaire and continued, day after day, year after year, for 14 years until the proprietor's death May 30.

Report of Arbitrator in Dispute between

Canadian National Railways and the Canadian Pacific
Railway Company

and

Brotherhood of Railroad Trainmen

In the matter of disputes between the Canadian Pacific Railway Company, Canadian National Railways, and the Brotherhood of Railroad Trainmen relating to requests for increased rates of pay, an escalator clause, rules changes, and a five-day week in yard service.

By appointment of the Hon. the Minister of Labour, dated the 17th of April, 1953, reciting that, "whereas differences of opinion have arisen between the parties as to the proper interpretation and application of the provisions of Clause One of the said Memorandum of Understanding reading: 'Increase of 12 per cent in wages effective February 1, 1953','" I have been appointed to arbitrate the said issue and thereafter to report my award forthwith to the parties.

On the 7th of February 1952, notices were served by the Brotherhood upon both the Canadian National and Canadian Pacific Railways, each of which contained the following request or demand:—

that all wage rates however established, applicable to miles, overtime, arbitraries and special allowances, be increased by thirty-five per cent (35%), effective April 1, 1952.

Ultimately, two Boards of Conciliation were appointed under a common chairman, and the majority reports, which were accepted by the railways but rejected by the Brotherhood, contained the following paragraph:—

This Board, after hearing all the representations and bearing all these factors in mind, are prepared now to find that there should be a wage increase across-the-board at this time of 12 per cent.

It may be observed that in the case of the Board which dealt with the dispute to which the Canadian National Railways were a party, the railways' rebuttal statement contained the following paragraph:—

The above differentials and allowances have been in effect for a great number of years. Although arbitrary, they have become traditional, as have those contained in other Running Trades wage agreements. Settlements with Engineers

Following the receipt of the reports of Conciliation Boards in disputes between the Brotherhood of Railroad Trainmen and Canadian National Railways (L.G., Feb., pages 248-259) and the Canadian Pacific Railway Company (L.G., Feb., pages 260-274), further negotiations between the parties resulted in the signing by the railways and the union of a "Memorandum of Understanding" at Montreal on February 24, 1953. This Memorandum in turn became the subject of a dispute concerning the proper interpretation and application of its provision relating to a wage increase of 12 per cent. In consequence of a proposal made to the parties by the Minister of Labour, it was agreed that the differences between them on this matter should be referred to arbitration. On April 17, 1953, the Minister of Labour appointed the Hon. Mr. Justice R. L. Kellock to arbitrate the issue. The text of the arbitrator's award, submitted to the parties on April 24, is reproduced herewith.

and Conductors this year maintained the differentials and allowances in cents. Similarly, in this case, no wage adjustment should disturb existing differentials measured in cents.

No reference is, however, made to this matter in the report of the Board which dealt with this dispute and the effective portion of their report is as above set out.

Following the reports of the Conciliation Boards, negotiations took place between the Brotherhood and the railways which ultimately resulted in a meeting of January 29, 1953, between the parties at which agreement was reached and a memorandum thereof drafted by one of the railway officers engaged in the negotiations. The relevant portion of this memorandum reads as follows: "12 per cent effective Feb. 1".

This was followed on the 4th of February by the signed memorandum of that date. This also was drafted by the railways. Paragraph 1 of this document is already reproduced above.

The facts above recited are common ground between the parties, as is also the fact that apart from the reference to the question of "differentials" in the rebuttal statement of the Canadian National Railways, to which I have referred, no reference was made to this subject by any of the parties prior to the dispute going to conciliation or during any of the negotiations subsequent to the reports of the Conciliation Boards. It was only subsequent to February 4, 1953, when the new rates became the subject of discussion between the Canadian National Railways and its employees, and, in the case of the Canadian Pacific Railways, when the new rates were put into effect on the first pay-day subsequent to February 4, that the difference between the parties emerged.

The railways took the view of the settlement that the "differentials" between employees engaged in way freight service and through freight service, as well as certain other differentials between other classes of employees, were to be preserved, while the Brotherhood has maintained the contrary view.

It seems plain that before the final document of February 4, 1953, was actually signed, those in charge of the preparation of the new schedule of rates on behalf of the Canadian National Railways were of the opinion that these differentials were to be maintained as a schedule of the new rates was prepared as early as February 2, in accordance with the railway view. This, however, did not come to the attention of any of the representatives of the Brotherhood until after the final memorandum of settlement had been signed. The representatives of the Brotherhood say that at no time when presenting their demands or subsequently, did they have in mind that these differentials would be preserved. The question for decision in such circumstances is, therefore, as to what is the

reasonable meaning of the language which the parties have employed in the memorandum of settlement, and whether, if such language is ambiguous, any light is thrown on its interpretation by relevant surrounding circumstances.

It is "wages" which under the document of February 4, 1953, are to be increased by 12 per cent, and there is no limitation or qualification. In my opinion, this language is clear and does not provide any basis for the limitation contended for by the railways.

If the language employed could be said to have any ambiguity, it would seem to me that such ambiguity would be entirely removed by a number of considerations. In the first place, the request, or demand of the Brotherhood, as already pointed out, was for an increase in "all" wage rates however established. In the second place, the Canadian National Railways at least, advanced before that Conciliation Board the contention that any wage adjustments should not disturb "existing differentials measured in cents", but, on the language employed by the Board in its report, that contention was not given effect.

There is the further consideration that both memoranda of settlement were drawn by the railways themselves and if the increase was to be applied only to "basic" rates or to all wage rates "subject to existing differentials being preserved", some such language would seem to have been called for.

I think, therefore, that I cannot give effect to the contention of the railways and that in applying the increase of 12 per cent under the agreement of February 4, 1953, regard may not be had to the preservation of any pre-existing differentials.

Dated at Ottawa this 24th day of April, 1953.

(Sgd.) R. L. KELLOCK.

Rail Union "Will Not Condone" Slowdowns

A declaration that it "will not condone" slowdowns was made recently by the Brotherhood of Railroad Trainmen when its members ended a five-day strike on the Union Railroad in Pittsburgh, Pa.

The Brotherhood agreed that "the carrier is entitled to, and the employees are under obligation to perform, a fair and reasonable day's work of eight hours."

The strike of 1,500 men was called when two members of the union were given 10-day suspensions for conducting slowdowns on the job. In the settlement with the carrier, however, the union agreed that the two employees had been at fault in the slowdown and that the management of the railroad had been justified in suspending them.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Pay for statutory holidays in the construction industry is provided in the agreement covering inside wiremen between certain electrical contractors in the province of British Columbia and the International Brotherhood of Electrical Workers, summarized below. In addition to their regular wage rates employees receive 3-2 per cent of their total earnings as pay for statutory holidays.

Fishing

Whaling—West Coast—British Columbia
Packers Limited and United Fishermen and Allied Workers' Union.

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Preference of employment: the company agrees to recommend to its skippers that preference of employment be given each year to crew members who were engaged the previous year in the whaling operation and who rendered satisfactory service throughout the whole season. A memorandum of understanding providing for such arrangement may be signed by the skipper and the union.

Check-off: voluntary.

Vacation pay: the minimum vacation pay for crew members shall be 2 per cent of their total regular wages.

Minimum monthly wage rates for crew members employed on whale catchers: captain \$325, chief engineer \$310; mate, second engineer, cook \$250; deckhands, fireman \$237. In addition to the above wage rates crew members will be paid a whale bonus on the following basis: all whales caught by the boats engaged in the operation shall be pooled. The company will pay into the pool the following amounts for all legal size whales caught and processed during the 1953 season: blue whales \$150 per whale; sperm, humpback, finback and bottlenose \$80 per whale; sei whales \$35 per whale; gray whales (if bonus permitted by the government) \$80 per whale. The bonus each member of the crew shall receive will be based on the number and kind of whales which were delivered to the plant during the period that he was sharing in the pool (from the time his vessel left the Coal Harbour Plant for the whaling grounds to the time of termination of employment). The pool money will be divided in the following proportion: each mate will be entitled to 20 shares, each first engineer to 11, each second engineer to 9, and each cook, deckhand or fireman to 6 shares.

Each employee who stays the full season will be paid a seasonal bonus of \$150. Any man fired for just cause after 3 months' employment will be entitled to three-fifths of his seasonal bonus. Men injured or

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

falling sick or given permission for absence during the season, and men engaged as replacements after a boat has commenced operation who stay until the end of the season will be entitled to a proportionate part of the seasonal bonus.

A "Special Supplement to the 1953 Whaling Agreement" provided for a special bonus in addition to the above wages and bonuses: if the whaling fleet delivers 500 to 549 legal size whales during the season each crew member will receive a flat bonus of \$150; if 550 or more whales are delivered the bonus will be increased to \$200. To be eligible for the full special bonus a crew member must have been employed from June 1, 1953, until the completion of the whaling season. Crew members hired after June 1, 1953, who remain until the completion of the season will receive a bonus on a *pro rata* basis.

Transportation: the company shall be responsible for transportation from and to the port of hiring, provided the employee stays the full period for which he was engaged or is fired; if he quits of his own accord, he shall be responsible for his transportation costs.

Bedding: the company will supply blankets, sheets, pillow slips and pillows to each crew member. Clean sheets and pillow slips shall be supplied weekly, subject to return of the vessel to the station. A laundry and service charge of \$3 per month is payable by each crew member.

Provision is made for *grievance procedure*.

Manufacturing

Whale Processing—Coal Harbour, B.C.—
British Columbia Packers Limited
(Coal Harbour Whaling Station) and
the United Fishermen and Allied
Workers' Union.

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Union security: preferential hiring of union members.

Check-off: voluntary and revocable.

Hours: 8 per day Monday through Friday, 4 on Saturday. **Overtime:** time and one-half for work in excess of above hours, for all work after 5 p.m. Mondays through Fridays

or 12 noon on Saturdays and for all work on Sundays, on 5 specified holidays and on any other days proclaimed British Columbia statutory holidays within the meaning of the "Factories Act"; double time for work on 4 other specified *paid holidays*.

Rest periods: employees will be granted two 10-minute rest periods per day.

Vacation pay: an employee working less than 1,152 hours (including overtime) in a calendar year will receive vacation pay equal to 2 per cent of his straight time and overtime earnings, while an employee working 1,152 hours or more will receive 4 per cent of his earnings up to a maximum of 2 weeks' pay.

Minimum hourly wage rates: plant—shift boss \$1.59; pressman, digester man and/or oilman, dryer fireman \$1.43; meal man \$1.34, head evaporator operator \$1.54; evaporator operator \$1.44, apprentice \$1.32; deck—flenser \$1.63; saw man, hook tender, rib cutter \$1.39, deck crew \$1.32; engineers—\$1.27 to \$1.63; sundry—port engineer and/or machinist \$1.63, assistant \$1.50; harpoon-smith \$1.63, helper \$1.34; maintenance man \$1.51; bullock \$230 per month (no control of hours), watchman \$230 per month. Charge hands will receive 7 cents per hour extra. For "dirty" jobs employees will be paid up to 25 cents per hour extra while on such jobs. Each man shall receive a bonus of 16.7 cents for each whale processed at the plant during the period the employee is engaged at the plant. (The above wage rates and bonus are the same as in the previous agreement.)

Transportation: the company shall be responsible for one-way transportation if the employee works at the plant 2½ months or longer, and for two-way transportation if he stays for 6 months or longer, completes the season, or completes the work for which he was engaged.

Medical Services Association: "it is agreed that conditions covering MSA shall continue as at present and any changes incorporated in other shore workers' agreements shall apply to employees employed at the Coal Harbour Whaling Station."

Provision is made for *seniority rights, grievance procedure and for sanitary living accommodation.*

Canned Fruits and Vegetables—Vancouver, B.C.—Bestovall Canning Company Limited and The United Packing-house Workers of America, Local 350.

Agreement entered into July 24, 1952, to continue in effect until October 31, 1954, and thereafter, unless terminated or amended at that date on 60 days' notice.

Union security: maintenance of membership; however, an employee may withdraw from the union during the period from October 16 to October 31 in any year.

Check-off: compulsory for all employees. New employees will not be subjected to the compulsory check-off until they have completed 60 days service, unless they become members of the union.

Hours: from November 1 to June 30—8 per day 5 days a week, a 40-hour week; from July 1 to October 31—9 per day 6 days a week, a 54-hour week. **Overtime:** time and one-half for the first 2 hours of work in excess of the above hours; double time thereafter and for work on 6 specified *paid holidays*; for work on Sundays and on holidays, other than *paid holidays*, employees will be paid time and one-half.

Rest periods: all employees will be granted a 10-minute rest period during each work period of 4 or more hours.

Vacations with pay will be granted in accordance with the Holidays Act of British Columbia; after 5 years' continuous service (1,125 days) employees will be granted 2 weeks and after 15 years' service (3,375 days) 3 weeks.

Hourly wage rates (retroactive to April 1, 1952, for employees on the payroll July 24, 1952): Females—general grade 2 (graders, peelers, corers), first 2 weeks 74 cents, thereafter 84 cents; special grade 1 (weighers, syringers, machine operators, can catchers), first 3 weeks 84 cents, thereafter 91 cents; supervisors 94 cents; Males—boys up to and including 18 years 82 cents; casual workers \$1 to \$1.06; general grade 2 (general cannery workers with no job classification and swampers) \$1.12; special grade 1 (machine operators, supervisors, line-men, cooks, maintenance men and truck drivers) \$1.24. Any female worker placed on any job or classification formerly occupied by a male worker must receive the rate for the male classification provided she is capable of doing the work without further assistance.

Escalator clause: the above wage rates will be adjusted upwards or downwards, each six months, on the basis of one cent per hour for each full 1.3 points change in the Dominion Bureau of Statistics' cost-of-living index from the index figure published for the month of July 1952, up to a limit of 5 cents per hour. If this formula for the calculation of the cost-of-living bonus should, in any 6-month period, call for an increase or a decrease of more than 5 cents per hour above or below the present basic wage rates, either party shall have the right to re-open the above wage provisions on April 1, 1953, November 1, 1953, and April 1, 1954.

Provision is made for *grievance procedure, seniority rights and the safety and health of employees.*

Bakery Products—Winnipeg, Man.—Christie Brown and Company Limited and the Retail Wholesale and Department Store Union, Local 650 (Retail Wholesale Bakery and Confectionery Workers).

Agreement to be in effect from October 27, 1952, to October 16, 1953, and thereafter from year to year, subject to 30 days' notice.

Check-off: all new employees after 30 days of employment and all employees presently members of the union shall be required, as a condition of employment, to remain on the dues check-off for the duration of the agreement.

Hours: for production workers 8½ (previously 9) per day Monday through Thursday, 8 on Friday, a 42-hour (previously a 44-hour) week; for the shipping floor staff 8 per day, 5 days a week a 40-hour week; for engineers 44 (previously 48) hours per week as per posted working schedule. **Overtime:** time and one-half for work in excess of the above daily or weekly hours and for work on Sundays (except in the case of preparatory workers, engineers and watchmen), double time and one-half for work on 8 specified *paid holidays* and time and one-half on any other unpaid holiday.

Relief periods: all employees will be allowed two 15-minute relief periods, one in the forenoon and one in the afternoon.

Vacations with pay: one week after one year's continuous service, provided the employee has not been away from work more than 5 weeks in the previous 12-months period, 2 weeks after 3, and 3 weeks after 20 years of continuous service.

Hourly wage rates: females—general 95½ cents, machine operator \$1.08; males—general \$1.19½; machine captain, ovenman \$1.31½; assemblyman \$1.27½, receiver \$1.30½, assistant mixers \$1.24 and \$1.31½, mechanics \$1.35 to \$1.52½, day engineer \$1.40½, engineer watchman \$1.28, senior cone machine operator \$1.25½; shipper \$54.74 (per week), assistant \$48.24 (per week); deliveryman \$50.93 and \$53.62 (per week). (The above rates are in most cases from 5 to 11½ cents per hour higher than the previous rates.) Starting and step-up rates: for females and males under 18 years 73 cents, increased to 75 cents after one month, to 77½ cents after 2 months, to 82 cents after 4 months and to 88 cents after 8 months; for males and employees of the agency and shipping branch 92 cents, increased to 95 cents after one month, to 98½ cents after 2 months, to \$1.03 after 4 months and to \$1.10 after 8 months; additional raises based on merit. At the end of 12 months actually worked time, the employee shall reach the maximum of his classification.

Night shift differential: a premium of 5 cents per hour will be paid to any employee starting work between 4 p.m. and 6 a.m.

Seniority will be the determining factor in lay-offs, re-hirings and promotions provided that, in the opinion of the company, there is equality of skill, competence and efficiency.

Provision is made for *grievance procedure* and a *Safety Committee*.

Handbags—Toronto, Ont.—Certain Handbag Manufacturers, Members of the Handbag Manufacturers' Guild, and the International Handbag, Luggage, Belt and Novelty Workers' Union, Local 8.

Agreement to be in effect from June 1, 1952, until June 1, 1954, and for an additional year, subject to 60 days' notice.

Union security: closed shop.

Check-off: compulsory for all employees.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of above daily hours. Employees losing time of their own volition shall have to work out this time during the same week before they are entitled to overtime pay. Overtime work shall not be permitted until all help in the trade is employed, except in case of emergency.

Statutory holidays: employees who have worked in the industry at least 6 months will be allowed 5 *paid holidays* if they have been with the same employer for at least 2 weeks prior to the holiday. For work on 3 other specified holidays employees will be paid time and one-half.

Vacations with pay will be granted to employees with more than one but less than 3 years of work in the industry in accordance with government regulations. Employees who have worked for one firm 3 or more but less than 5 years shall be entitled to an additional half week, while those who have worked for one firm 5 or more years will be entitled to 2 weeks vacations with pay.

Wages: effective August 15, 1952, all union members who were on the payroll of the employer on August 5, 1952, were to

receive a general wage increase of 5 per cent. Effective January 1, 1953, employees were to be granted an additional increase of \$1 per week.

Health and Sick Benefit Fund: the employers will pay into the fund a levy of one per cent of the total monthly payroll for all eligible employees. The fund is administered by a joint committee on which the manufacturers and the employees are represented by an equal number of representatives.

Provision is made for *grievance procedure*.

Explosives and Fertilizers—McMasterville, P.Q.—Canadian Industries Limited, Beloeil Explosive Works, Beloeil Agricultural Chemicals Works and Beloeil Central Research Laboratory, and Le Syndicat des Travailleurs des Produits Chimiques de McMasterville (Chemical Products Workers Syndicate of McMasterville).

Agreement to be in effect from October 27, 1952, to October 26, 1954. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months of the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal. This agreement is similar to the one previously in effect (L.G., May 1951, p. 688) with the following changes and addition:—

Hours of work are reduced from 44 to 42 per week; they are now—for single and certain multiple shift operations 8½ per day on 4 days and 8 hours on one day each week, and for continuous and certain multiple shift operations 8 hours per day for 5 days during 3 weeks and for 6 days during the fourth week.

Hourly wage rates are increased in most cases by from 21 to 23 cents per hour and now range from \$1.21 to \$1.60 per hour.

Escalator clause: an escalator clause has been added to the agreement. It provides for a cost-of-living bonus of one cent per hour for each 1.1 points rise in the Dominion Bureau of Statistics' cost-of-living index above 187.6 (index figure for August 1952). The bonus is to be adjusted quarterly, upwards and downwards, but in no event shall a decline in the index below 187.6 points provide a basis for a reduction in the wage rates. If the index is discontinued or its method of calculation changed the two parties will meet with a view to negotiating an equivalent basis of calculating the cost-of-living bonus.

Construction

Plumbers—Fredericton, N.B.—The Fredericton Branch of the Master Plumbers and Heating Contractors and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 772.

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: preferential hiring of union members or of men willing and eligible to join the union within 30 days.

No workman shall be employed to do any work in Fredericton in connection with sanitation or the city water supply system who is not in possession of a provincial plumber's licence; apprentices will be allowed to work on this type of work. Members of the union likewise agree to work only for recognized shops and to give preference to shops which are parties to the agreement.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. Members on sheet metal work in the shops will be allowed to work after the ordinary hours of labour for the regular rate of pay. **Overtime:** time and one-half for overtime until midnight, double time thereafter and for work on Sunday and on 9 specified holidays. If to finish a repair job on a regular working day will not take more than one hour, it will be done at the regular rate of wages.

Vacation pay shall be at the rate of 2 per cent of wages.

Minimum rate of wages shall be \$1.45 per hour.

Out-of-town jobs: employees on out-of-town work will have their board and fare paid by the employer.

Apprentices will be employed in accordance with the provisions of the New Brunswick Apprenticeship Act.

Provision is made for the settling of grievances.

Bricklayers—Edmonton, Alta.—The General Contractors' Section of the Edmonton Builders' Exchange and the Bricklayers, Masons and Plasterers' International Union of America, Local 1.

Agreement to be in effect from April 9, 1953, to March 31, 1954.

Hours: 8 per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. To work more than one shift, permission of the union must be obtained; such shift work shall be paid at the rate of 8 hours' pay for 7½ hours' work. Outside the city limits 9 hours a day may be worked as well as Saturdays; however, the ninth hour must be paid for at time and one-half and Saturdays at double time. **Overtime:** time and one-half for the first 2 (previously 4) hours after the regular shift and double time thereafter until 8 a.m. and for work on Sundays and on 8 specified holidays; however, overtime and work on Sundays and on holidays may be performed only in cases of emergency.

Minimum hourly wage rates: journeymen \$2.22 (previously \$2.17); for approved oven or boiler firebrick work 10 cents per hour extra; foremen 25 cents per hour additional to the journeyman's rate.

A full time forman shall be employed on each job requiring 3 journeymen and apprentices. The foreman must be a member of the union.

Apprentices: the employing of apprentices shall be governed by regulations of the Alberta Apprenticeship Board.

Shelter: suitable clean shelter from storms and a suitable lockfast place for tools and clothes must be provided for the men.

Out-of-town jobs: men hired in the City of Edmonton and sent to out-of-town jobs will receive suitable transportation and board and room; they will be paid for travelling time, up to 8 hours in 24.

Provision is made for the settling of disputes.

Electricians (Inside Wiremen)—Vancouver, B.C.—Certain Electrical Contractors and the International Brotherhood of Electrical Workers, Local 213.

Agreement to be in effect from September 1, 1952, to March 31, 1954, and thereafter, subject to 60 days' notice.

Union security: closed shop. Union members shall not contract for electrical work in the Province of British Columbia. No contractor shall perform work on any electrical installation within the scope of the agreement. The union will permit its members to work only for contractors who have signed this agreement, except in the case of government or utility work.

Hours: 8 per day Monday through Friday, between 8 a.m. and 12 noon and 1 p.m. and 5 p.m. (or 12.30 p.m. and 4.30 p.m.), a 40-hour week. **Overtime:** double time for all work outside above hours. **Shift work** will not be permitted except in cases of necessity. Employees on shift or night work will receive double time for the first 3 nights; thereafter they will be paid at the rate of 8 hours' pay for each 7½-hour shift on ordinary working days.

Statutory holidays: work on 9 specified holidays will be paid for at double time. Commencing November 1, 1952, all employees will receive, in addition to their regular wage rates, 3.2 per cent of their total earnings, which will be recognized as pay for statutory holidays.

Vacations with pay will be granted on the basis of 2 per cent of the annual earnings; vacations must be taken in the year in which they accrue.

Hourly wage rates: journeymen wiremen for period November 1, 1952, to March 31, 1953, \$2.20 (an increase of 10 cents per hour over previous rate); thereafter \$2.30; apprentices 40 per cent of journeyman's rate during first 6 months, 50 per cent during second 6 months and so on to 85 per cent during eighth 6 months; helper 75 per cent of journeyman's rate; foreman with 4 or less journeymen 15 cents, with more than four 30 cents per hour extra; general foreman 60 cents per hour extra. Members 60 years of age or over will be employed on work which suits their physical ability and which is acceptable to them.

There shall be no restriction on the use of labour saving machinery or equipment on the job. However, any such machinery or equipment shall be operated by members of the union.

Out-of-town jobs: on jobs outside the corporate limits of the City of Vancouver, but within the area of Greater Vancouver, workmen will be paid 8½ hours' pay for 8 hours' work. All cost of transportation in excess of ordinary city carfare will be paid by the employer. On jobs outside the boundaries of Greater Vancouver employees will receive actual travelling expenses to and from the job, travelling time (8 hours in 24) and reasonable living expenses for the full 7-day week.

Welfare fund: commencing November 1, 1952, the contractors will pay an additional 3 cents per hour into the Electrical Workers Welfare Trust Fund, bringing the total payment to 8 cents per hour.

Apprentices: the ratio of apprentices to journeymen shall not exceed one apprentice or one helper to 2 journeymen, except where

only one journeyman is required on a job, when the employer can work one apprentice or one helper with one journeyman.

Provision is made for *grievance procedure*.

Transportation, Storage, Communication

Truck Transportation—*Vancouver and New Westminster, B.C.*—*Certain Companies and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 31 (General Truck Drivers and Helpers' Union).*

Agreement to be in effect from September 16, 1952, to March 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Union security: preferential hiring of union members combined with union shop. The employer shall have free choice of unemployed union members for employment. The union will co-operate as far as possible in maintaining a list of unemployed union members.

Check-off: compulsory for all union members.

Hours: $8\frac{1}{2}$ per day, 47 per week. **Overtime:** time and one-half for the first $2\frac{1}{2}$ hours of work in excess of $8\frac{1}{2}$ hours per day, double time thereafter. For work on 7 specified *paid holidays* employees will be paid time and one-half for the first $8\frac{1}{2}$ hours, double time and one-quarter for the next $2\frac{1}{2}$ hours and triple time thereafter. For work on Sundays and on any holidays so designated by either the Provincial or the Dominion Government, employees will be paid time and one-half. (Previous agreement provided for 3 paid holidays.)

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service. A year's service shall be 1,500 hours of work in a calendar year.

Hourly wage rates: tow motor operators \$1.43, truck drivers \$1.38 and \$1.43; female truck drivers \$1.23; furniture operators and packers, trailer, semi-trailer and low bed machinery operators \$1.48; swamper and helpers, warehousemen and checkers \$1.38; furniture swamper, furniture packers' helpers \$1.40; motorcycle operators \$1.23. (The above rates are 8 cents per hour higher than the previous rates.) Effective April 1, 1953, the above wage rates were to be increased by 7 cents per hour. For the first 6 months inexperienced employees will be paid not more than 10 cents per hour less than experienced employees.

Provision is made for *seniority rights* and the *adjustment of disputes*.

Public Utility Operation

Electric Light and Power—*Charlottetown, P.E.I.*—*Maritime Electric Company Limited and the International Brotherhood of Electrical Workers, Local 1432.*

Agreement to be in effect from February 11, 1953, to February 10, 1954, and thereafter from year to year, subject to 2 months' notice.

Hours: 8 per day $5\frac{1}{2}$ days per week (excluding Sunday), a 44-hour week, except that employees in power plants, whose regular duties, because of variations necessitated by rotation of shifts, require them to work on Sundays and statutory holidays,

shall work an average of 8 hours per day and of 48 hours per week. Rural service men shall work such hours as the service requires but in general not more than 44 hours per week. **Overtime:** time and one-half will be paid after the regular working day and for work on 9 specified *paid holidays*.

Vacations with pay: after one year's continuous service permanent employees will be granted 2 weeks.

Sick pay: in the case of permanent employees absent through sickness or occupational accidents, the payment of wages, wholly or in part, will be a matter to rest solely in the company's discretion.

Hourly wage rates: power plant operator \$1.23 to \$1.34, assistant \$1.11 to \$1.23; boiler operator \$1.11 to \$1.23, power plant helper 97 cents, power plant maintenance men 97 cents to \$1.23, line crew foreman \$1.34, lineman \$1.11 and \$1.23, digger operator 95 cents, groundman and labourer 90 cents, line storekeeper \$235 per month, rural service men \$190 to \$217 per month; learners and apprentices—minimum starting rate \$75 per month with review every 3 months. (The above rates are approximately 5 per cent higher than the previous rates.)

Seniority: in the case of promotion, demotion, laying-off or discharge of employees, seniority shall be one of the factors the company shall take into consideration.

Provision is made for a *Labour-Management Committee*, the *settling of differences* and the *safety* of employees.

Service

Hotel—*Toronto, Ont.*—*The Sheraton Limited (Toronto Division, King Edward Hotel) and Hotel and Restaurant Employees' and Bartenders' International Union, Local 299.*

Agreement to be in effect from January 13, 1953, to May 1, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary and irrevocable (may be revoked only within the last 30 days prior to the termination date of the agreement).

Hours: in laundry department and for painters, seamstresses, carpenters, upholsterers, electrical maintenance, plasterers, locksmiths and their helpers and labourers in the maintenance department 44 per week; telephone operators not more than 45 per week within a period of 48 hours of containment; in all other departments 48 hours per week. **Overtime:** time and one-half after 9 hours of daily work and for work in excess of the regular assigned weekly hours; double time for work on 5 (previously 4) specified *paid holidays*. However, in lieu of a paid holiday the company may grant an employee a substitute day off with pay within a period of 30 days prior to or subsequent to the holiday concerned.

Vacations with pay: after one year's service one week, after 3 years' continuous service 2 weeks.

Paid sick leave: full time regular employees on completion of one year's continuous service will be entitled to a maximum of 6 days' non-cumulative sick leave allowance. Such allowance shall only commence after the third day of illness; it will not be granted in case of illness or accidents which are compensable under the provincial laws.

In case of death in the immediate family full time regular employees after one year's continuous service will be entitled to 3 days leave of absence with pay. However, the total death leave allowance in any one year shall not exceed 6 days.

Daily (8-hour day) wage rates for certain classifications, retroactive to January 1, 1953 (job rates after 48 days): house-keeping department—housemen, lobby porter \$7.12; chambermaid, scrub maid \$6.02; service department—elevator operator \$7.12; bell captains \$6.17, assistants \$3.92; doorman \$5.67; bellmen, page boy \$3.47; baggage porter \$5.22; food preparation department—pastry chef \$11.76; night chef, banquet chef, fry cook, sauce cook \$10.66; broiler cook, assistant pastry chef, night baker \$9.56; staff cook, short order cook, baker (day) \$8.46; assistant fry cook, oysterman, assistant baker \$7.91; assistant staff cook, assistant banquet chef \$7.36; soup

man \$6.81; helpers and apprentices \$6.02; pastry porters, pot washers \$5.52; pantry girls \$4.72; food, beverage and entertainment department—head waiters \$8.87, waiters \$5.87 and \$6.17, head bus boy \$6.02, bus boys \$5.52; repairs and maintenance department—electrical maintenance, plasterer \$10.11; spray painter, locksmith \$9.56; painter, upholsterer, carpenter \$9.01; helpers \$7.12 and \$7.91, seamstress \$6.52; laundry department \$5.52 to \$7.36; telephone department \$6.52. (The above rates are 32 cents per day higher than the previous rates.) Effective May 2, 1953, the wage rates will be increased by 8 cents per day. All employees in the food preparation and the food, beverage and entertainment departments will be charged with two (head waiters with 3) meals per day, such amounts to be deducted from the rates shown above.

Provision is made for *grievance procedure and seniority rights*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of three new agreements, the amendment of ten and the correction of five others. In addition to those summarized below, they include: the extension of new agreements for barbers and hairdressers at Magog and at Sherbrooke; the amendment of the agreement for the ladies' handbag industry in the province; and the correction of the agreements for barbers and hairdressers at Trois Rivières, for the building and for the printing trades at Montreal and for the building trades at

Sorel and at St. Hyacinthe, published in the *Quebec Official Gazette*, March 28. An amendment to the agreement for trade and office employees at Jonquière was published April 18.

A request for a new agreement for the sash and door industry (woodworkers) and requests for the amendment of the agreements for longshoremen (ocean), for checkers (ocean) and for hospitals, etc., at Quebec were gazetted April 4. Requests for new agreements for the building trades at Quebec and at Rimouski, and requests for the amendment of the agreements for the uncorrugated paper box industry and the glass processing industry at Quebec and for the ladies' handbag industry in the province were gazetted April 11. A request for a new agreement for the retail fur industry at Montreal and requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, for the uncorrugated paper box industry and for garages and service stations at Quebec, for longshoremen (inland and coastal) at Montreal and for the dress manufacturing industry in the province were published April 18.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Mining

Building Materials Industry, Province of Quebec

See below under "Manufacturing".

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Tannery Employees, Province of Quebec

An Order in Council dated March 19 and gazetted March 28, makes binding the terms of a new agreement between certain employers in the leather tanning and currying, etc. industry and Le Syndicat Catholique des employés de tanneries de Québec inc.; Le Syndicat Catholique des travailleurs du cuir et de la chaussure inc., of Plessisville; Le Syndicat national des tanneurs et corroyeurs inc., of St. Hyacinthe. Agreement to be in effect from March 28, 1953, to March 27, 1954, and thereafter from year to year, subject to notice.

Territorial jurisdiction comprises the entire province divided into 3 Zones as follows: Zone I—the Island of Montreal and the city of Quebec and municipalities totally within a radius of 10 miles from the Island of Montreal and the city of Quebec. Zone II—any other city of a population of 10,000 or more; Zone III—the rest of the province. However, those establishments of Zone III employing a minimum of 26 workers will be considered as belonging to Zone II.

Hours: 60 per week for stationary enginemen and maintenance men (millwrights), 72 per week for watchmen, 53 hours for all other employees. (Weekly hours are unchanged.)

Overtime: time and one-half for work in excess of weekly hours or in excess of 12 hours per day, and for work on Sundays or any of 9 specified holidays. Overtime for stationary enginemen and watchmen is limited to work in excess of weekly hours and the provision governing specified holidays does not apply to these categories. For workers being paid higher than the minimum rates set for class A, overtime will be paid at the hourly rate actually being paid, increased by half the rate of class A.

Minimum hourly wage rates for employees paid on an hourly basis or on a piece-work basis are increased by 7 cents per hour for all classes in the 3 Zones. New minimum rates are now as follows (piece-work rates in parentheses): at least 60 per cent of male employees, including all stationary enginemen and maintenance men (millwrights), and at least 60 per cent of female employees 95 cents (\$1.03) in Zone I, 91 (98.6) cents in Zone II, 85 (92) cents in Zone III; not more than 25 per cent of male employees, including watchmen, and not more than 25 per cent of female employees 80 (86½) cents in Zone I, 77 (83.2) cents in Zone II, 71 (76.6) cents in Zone III; not more than 15 per cent of male, or of female employees 65 (70) cents in Zones I and II, 60 (64½) cents in Zone III. Piece-work rates in effect on February 10, 1953, are increased by 7 per cent. During the first year of operation new firms in Zone III will benefit by a reduction of 20 per cent on the minimum rates shown, during the first 6 months; this percentage is reduced to 10 per cent during the second 6 months.

Vacation with pay provisions are unchanged as follows: employees with 2 months or more of service in the preceding calendar year are entitled to 7 days of vacation with pay calculated at 2 per cent of earnings in the preceding calendar year. After 3 years' service an additional 7 days with pay calculated on the same basis. At the employer's option this second week may be withheld but vacation pay granted.

Fashion Accessories Industry, Montreal

An Order in Council dated March 19 and gazetted March 28, amends the previous Orders in Council for this industry (L.G., April 1948, p. 332; Jan. 1950, p. 77; July, p. 1051).

Territorial jurisdiction now comprises the Island of Montreal and the area within a radius of 15 (previously 10) miles from its limits.

Specified paid holidays are increased from 2 to 3 by the addition of St. Jean Baptiste Day.

Minimum hourly wage rates are increased as follows: stamper, special machine operator from 47 to 55 cents per hour; crochet beader from 44 to 50 cents; hand embroidery worker, floor help, covered button and buckle maker from 39 to 45 cents; bonnaz operator from \$1.07 to \$1.20; pleater and pattern maker from 63 to 90 cents; pleater's assistant from 39 to 55 cents. New scales of minimum rates for apprentices, as well as revised periods of apprenticeship are provided for in this amendment. (Weekly hours are unchanged at 40 per week.)

Vacation with pay: two weeks' with pay equal to 4 per cent of earnings during period of employment in each year; maximum not to exceed 2 weeks of regular pay. The 4 per cent will also be payable on termination of employment. (Previously 7 days of continuous vacation with pay after one year of service.)

Printing Trades, Quebec District

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., April 1951, p. 544; April 1952, p. 451; March 1953, p. 432). Agreement to be in effect until December 31, 1953, inclusive.

Specified paid holidays are increased from 8 to 9 by the addition of Confederation Day.

Minimum wage rates: day shift—typographer, keyboard caster operator, electrotypist \$1.57½ per hour for class "A", \$1.52½ for class "B", \$1.47½ for class "C" (electrotypers not included in classes "B" or "C"); bookbinding finish-gilder \$1.57½ for class "A", \$1.52½ for class "B", \$1.47½ for class "C", \$1.43½ for class "E"; stereotypist \$1.56 for class "A", \$1.52 for class "B", \$1.47 for class "C"; pressman \$1.55 for class "A", \$1.51 for class "B", \$1.46 for class "C"; photo-engraver and camera operator \$1.51 for class "A"; bookbinder \$1.51 for class "A", \$1.48 for class "B", \$1.44 for class "C", \$1.42 for class "E", analine press (paper bags) \$1.53 for class "B"; typographer and pressman on platen press \$1.27 for class "D". (The above rates are from 7½ to 10 cents per hour higher than those previously in effect.) Minimum weekly wage rates for bookbinding female employees are from \$1 to \$3 per week higher as follows: from \$17 per week during first 6 months of first year to \$30 per week during the second 6 months of fourth year. Apprentices' minimum rates are from \$1 to \$3.50 per week higher. Helpers' rates are unchanged at 60 cents per hour in first year, 64 cents in second year.

In Lévis and Lotbinière counties the wage scale may be reduced by 3 (previously 5) per cent. In judicial districts other than that of Quebec the wage scale may be reduced by 10 (previously 12½ per cent).

Other provisions include apprenticeship regulations.

Ornamental Iron and Bronze Workers, Montreal, Trois Rivières and Sher- brooke Districts

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., Feb. 1951, p. 233, June, p. 827, Aug., p. 1107, Oct., p. 1377; Jan. 1952, p. 55; May 1953, p. 728).

Minimum hourly wage rates in Zone II are from 8 to 10 cents per hour higher than those previously in effect and are now as follows: mechanic \$1.10; fitter, blacksmith 99 cents, helper 88 cents per hour. Effective May 1, 1953, minimum rates for mechanics will be increased from \$1.10 to \$1.20, for fitters and blacksmiths from 99 cents to \$1.10 and for helpers from 88 cents to 97 cents per hour.

Building Materials Industry, Province of Quebec

An Order in Council dated April 2 and gazetted April 11, amends the previous Orders in Council for this industry (L.G., June 1950, p. 872, Aug., p. 1185, Dec., p. 2067; Nov. 1951, p. 1539; Feb. 1953, p. 283, April, p. 582, May, p. 728). "The United Mineworkers of America" and "The United Cement, Lime and Gypsum Workers International Union" are added to the list of contracting parties.

Part II—Stone Industry

New working conditions replace those which previously governed this section of the present agreement as follows:—

NATURAL STONE

This part of the stone industry applies to any finishing operations on limestone, sand stone and any other natural stone with the exception of granite and marble.

Territorial jurisdiction comprises the entire province of Quebec.

Hours are unchanged at 8 per day, 4 on Saturdays, a 44-hour week for stone cutters, apprentice cutters; other classifications mentioned in the wage scale, 10 per day, 5 on Saturdays, a 55-hour week. No daily or weekly limitation for watchmen.

Overtime: as previously in effect all overtime is paid for at time and one-half; double time for work on Sunday.

Minimum hourly wage rates are from 10 to 25 cents per hour higher than those previously in effect and are now as follows: stonecutter \$1.30; planer and stone turner 95 cents in first year, \$1.10 after one year; carborundum machine operator \$1.10; sawyer (all kinds) 95 cents in first 12 months, thereafter \$1.05; craneman 95 cents in first 12 months, thereafter \$1.10; helper and labourer 95 cents; blacksmith 85 cents in first year, 95 cents in second year, thereafter \$1.25. New minimum rates for apprentice stonecutters now range from 70 cents in first year to \$1 in third year. (Previously apprentice stonecutters received 60 cents in first 6 months, 70 cents in second 6 months, 80 cents in second year and 90 cents in third year.) Watchmen's rates are unchanged at \$30 per week.

Vacation: one week with pay equal to 2 per cent of annual earnings after one year of continuous service with the same employer; 2 per cent of earnings for those employees with less than one year's service. (Vacation provisions are unchanged.)

ARTIFICIAL STONE

The provisions of this part of the stone industry section of the present agreement for the building materials industry which apply to all operations in the artificial stone industry are the same as those shown above for the natural stone industry with the following exceptions:—

Hours: 10 per day, 5 on Saturday, 55 per week. (Previously artificial stone dressers worked a maximum of 44 per week.)

Minimum hourly wage rates are from 5 to 20 cents per hour higher as follows: artificial stone dresser \$1.25; machine operator \$1.10; machinist and maintenance man \$1.40; rammer and moulder \$1.05; helper and labourer 95 cents; modeller \$1.55. Minimum rates for artificial stone dressers' apprentices range from 70 cents per hour in first 4 months to \$1 in third 4 months.

CONCRETE BLOCKS

The terms governing this part of the stone industry section of the present agreement which apply to all operations in the fabrication of concrete and cement blocks are similar to those shown above for the natural and artificial stone industries with the following exceptions:—

Territorial jurisdiction comprises the entire province divided into 2 Zones—Zone I, the Island of Montreal and the cities of Quebec, Trois Rivières and Cap-de-la-Madeleine; Zone II, the remainder of the province.

Hours: 10 per day, 5 on Saturday.

Minimum hourly wage rates: all trades and all categories—95 cents per hour in Zone I; 85 cents in Zone II.

CEMENT PIPES

The terms of this part of the stone industry section of the present agreement which governs all operations in the manufacture of cement pipes are similar, in all respects to those governing the fabrication of concrete blocks, shown above.

OTHER CEMENT PRODUCTS

This part of the stone industry section of the present agreement applies to the manufacturing of precast cement wall and roofing slabs, joyst, panels, etc.

Territorial jurisdiction: entire province of Quebec.

Hours: 10 per day, 5 on Saturday, 55 per week.

Overtime: time and one-half for all overtime; double time on Sunday.

Minimum hourly wage rates: labourer and helper \$1.15; lift truck operator, mixer operator and all other categories \$1.25. Night shift premium 5 cents per hour.

Vacation provisions are the same as those shown above for the natural stone industry.

Construction

Structural Iron Industry, Province of Quebec

An Order in Council dated March 19 and gazetted March 28, extends the previous Order in Council for this industry (L.G., Nov. 1952, p. 1481) to July 1, 1953.

Building Trades, Montreal

An Order in Council dated March 26 and gazetted April 4, extends the previous Orders in Council for this industry (L.G., June 1952, p. 781, March 1953, p. 432, April, p. 582, May, p. 728) to July 1, 1953.

(Continued on page 911)

Labour Law

Labour Legislation, 1951 and 1952, in Northwest and Yukon Territories

Workmen's compensation benefits in Yukon and Northwest Territories have been made the same as Alberta's. Mining and steam boiler ordinances revised. Yukon ordinance effects general regulation of hours

In the Northwest and Yukon Territories, ordinances of interest to employers and employees were enacted in the past two years.

In 1952 new Workmen's Compensation Ordinances fixed for both Territories the scale of compensation benefits payable under the Alberta Workmen's Compensation Act. As before, an employer is liable for the payment of compensation and medical aid for an accident which occurs in the course of employment and must carry sufficient accident insurance to cover his liability. The Alberta Workmen's Compensation Board, acting as Referee under both Ordinances, will determine all claims for permanent disability.

New steam boiler ordinances were passed in both Territories, adopting the new CSA boiler regulations and laying down higher standards of inspection and certification of engineers and firemen.

In the Northwest Territories, the Mining Safety Ordinance and the rules made under it were revised to include new safety requirements.

In the Yukon Territory, the Hours of Labour Ordinance enacted in 1951 limits working hours to eight per day and 48 per week unless time and one-half is paid. The Ordinance applies to all workers in the Territory except those engaged in mining operations and in shops, hotels and restaurants, whose hours are regulated by two special ordinances.

The school-leaving age in the Northwest Territories was raised from 12 to 16 years.

Both Territories enacted enabling ordinances to provide for the payment of assistance to old age and blind pensioners.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

NORTHWEST TERRITORIES

Workmen's Compensation

A completely revised Workmen's Compensation Ordinance in the Northwest Territories provides for the payment of similar benefits in the Territories as are payable under the Alberta Act. The Ordinance continues to make an employer individually liable for the payment of compensation and to require him to carry insurance to cover his liability. In this respect it differs from the Workmen's Compensation Acts of all ten provinces. The provincial Acts provide for the collective liability system under which employers are required to contribute to an Accident Fund from which compensation and medical aid are paid to workers who suffer injury in the course of their employment. The new Ordinance, assented to on July 10 and amended December 11, 1952, went into effect on January 1, 1953.

Arrangements were made whereby the Workmen's Compensation Board of Alberta will act as "Referee" under the Ordinance to determine disputed claims. All claims for permanent disability will be referred by the Commissioner to the Referee for determination. Claims for temporary disability will be settled by the insurer. If the employee is dissatisfied with the disposition of his claim, however, he may apply to the Commissioner to have his claim reviewed by the Referee. Formerly, all matters of compensation were determined by the employer and employee, or, if agreement could not be reached, by the courts.

The Ordinance provides for an assessment not exceeding one-half of one per cent of the employer's estimated payroll, to be paid at the time the employer pays his insurance premium. The purpose of the assessment is to pay the expenses of an office at Edmonton, through which claims will be referred to the Alberta Board.

The provisions of the Ordinance with respect to coverage, scale of benefits, industrial diseases for which compensation is payable, etc., are substantially the same as those of the Alberta Act (L.G., 1948, p. 999; 1952, p. 1085).

Contract of Insurance

As before, the employer is required to carry accident insurance for his workmen with an approved company unless he has made other arrangements satisfactory to the Commissioner. The insurance must provide for the payment of compensation to a workman or his dependants for accidents arising out of and in the course of employment covered by the Act and for certain industrial diseases set out in the schedule.

Application

The industries set out in Schedule I are the same as those for which compensation is payable under the Alberta Act. All enumerated employments are covered regardless of the number of workmen. As in Alberta and four other provinces, "learners" are covered, i.e., persons not under contract of service who are required by the employer to undergo training or perform probationary work before entering regular employment.

Industrial Diseases

Compensation is payable for the following industrial diseases: anthrax; glanders; poisoning by lead, mercury, phosphorus and arsenic; infection or inflammation of the skin due to oils, cutting compounds or lubricants, dust, liquids, fumes, gases or vapours; pneumoconiosis; poisoning by benzol or by nitro and amido derivatives of benzol, anilin and others; and subcutaneous cellulitis of the hand (beat hand).

Compensation may also be paid for silicosis but only if, in the opinion of the Referee, the workman has been exposed to silica dust in his employment in the Territories for at least three years preceding his disablement.

Under the previous Ordinance, the diseases, with some exceptions, were similar to those compensable under the British Columbia Act.

Notice of Accidents

In every case of injury by accident in an industry within the scope of the Ordinance, the workman, or his dependants in case of death, must notify the employer as soon as practicable. Failure to give notice within 12 months from the date of injury or death, unless excused by the Commissioner, is a bar to compensation. Upon being informed of an accident, the employer is required to notify the Commissioner.

Waiting Period

Under the Ordinance a waiting period of three days and a qualifying period of six days are provided for. A worker whose disability lasts six days or less cannot recover compensation for the first three days of his disability. Only if a disability lasts longer than six days is compensation payable from the day of the accident. In this respect the Ordinance is unlike the Alberta Act, which provides for a waiting period of one day.

Scale of Compensation

The principal benefits fixed by the Ordinance for death cases are as follows: (a) not more than \$200 for burial expenses and, in addition, if the Referee deems it advisable, a further allowance, not exceeding \$100, towards the cost of transporting the workman's body from the place of death to any place within the Territories; (b) a lump sum of \$100 and \$50 a month to the widow and, where there are children, an additional \$25 a month to each child up to 16 years of age or, in the case of a dependent invalid child, for as long as the Referee believes that the workman would have contributed to the child's support; (c) an additional payment not exceeding \$10 a month, in the discretion of the Referee, to orphans under 16 years or to children whose surviving parent is confined to a prison or institution. Payments to dependent children may be continued to the age of 18 if the Referee considers it desirable to continue their education.

A dependent widow who re-marries receives a lump sum of \$600 and provision is made for resuming monthly payments of not more than \$50 after the lapse of one year if she is subsequently in need by reason of the death of her husband, his imprisonment or his confinement to an institution. This provision for resuming the compensation payments of a widow in needy circumstances after her re-marriage is contained only in the Alberta Act. No other provincial Workmen's Compensation Act has a like provision.

A workman who is permanently and totally disabled is entitled to receive for life a weekly payment equal to 75 per cent of his average weekly earnings during the previous 12 months. In any case, he is not to receive less than \$25 a week or the full amount of his earnings if they are less than \$25. Where the workman suffers a permanent partial disability, compensation is to be awarded according to impairment of earning capacity estimated from

the nature and degree of the disability, and, as in total disability, is based on 75 per cent of average weekly earnings.

Temporary total or temporary partial disability is compensated at the same rate as permanent total and permanent partial disability, but in such case compensation is payable only so long as the disability lasts.

In computing average earnings, \$3,000 a year is the maximum amount taken into account.

The former Ordinance did not fix the amounts payable for compensation. It provided that, if the compensation paid under the contract of insurance was, in the Commissioner's opinion, less than the amount which would be payable for a similar disability under the British Columbia Act, he might pay the difference out of Territorial funds, provided that application was made by the employee or his dependants within a year after payment.

Medical Aid

In addition to compensation payments, the injured workman is entitled to "medical aid" provided by the employer, which includes medical and other services, nursing, hospitalization, drugs, dressings, X-ray treatment, special treatment, transportation and other matters as the Referee may authorize.

Mines

Greater provision for the safety of workmen in mines, quarries, smelters, mills and metallurgical works was made in the Mining Safety Ordinance and the rules under it, which were revised, effective from August 1, 1952. The arrangement of the sections was improved and an effort was made to bring the Ordinance more into line with similar legislation in other parts of Canada, particularly with the Mining Act of Ontario.

New or more detailed sections were added to the Ordinance governing employment, medical certificates, mine rescue apparatus, and inspection. Three sections governing the powers and duties of inspectors, the erection of party walls for adjoining mines, and notices required when installing new equipment or when opening or closing a mine, which were formerly contained in the rules, are now included in the Ordinance itself. Many new provisions were also added to the mine safety rules, which now comprise 418 sections. In particular, changes were made with respect to sanitation, fire protection, hoisting equipment and electricity.

The former Mining Safety Ordinance made in 1943 was repealed.

Employment

It is now provided that the minimum age of 18 for employment underground is also to apply at the working face of any open cut workings, pit or quarry. Above ground, no person under 16 years may be employed. The provision prohibiting female employment in connection with a mine except in work of a technical, clerical or domestic capacity was amended to add to the exception the words "or such other capacity as requires the exercise of normal feminine skill or dexterity but does not involve strenuous physical effort". The minimum age for a person operating any hoisting engine at a mine is now 21 years. Formerly, the operator of a hoist in which persons were carried was required to be 21 years old but for other types of hoists the minimum was 18 years.

The new Ordinance retains the limit of eight hours in any consecutive 24 during which a workman may remain underground or be permitted to operate a hoisting engine.

Medical Certificate

A hoistman who operates a hoist which carries persons is required to hold a medical certificate. Certificates are valid for one year. The Ordinance now requires a record of the medical certificates of all hoistmen in a hoistroom to be kept posted showing the names of the hoistmen and the date of the last certificate issued to each.

As before, no person is allowed to work in a dust exposure occupation unless he holds a medical certificate. "Dust exposure occupation" is defined to include not only employment underground, or at the surface in ore or rock-crushing operations, but also any occupation at the surface designated by the Chief Inspector. There must now be attached to the medical certificate a photograph of the holder with the number of the certificate endorsed on it. Medical certificates are good for one year. Application for an examination and renewal of the certificate must be made within 30 days prior to the expiry date.

Mine Rescue Stations

The Commissioner may direct that mine rescue stations be established and operated in a mine in which a shaft has been sunk to a depth of 100 feet and stoping operations have started or in any other mine in which the Chief Inspector considers that they are necessary. The rescue station must be in the charge of a mine rescue superintendent appointed by the Commissioner. An inspector is to assess each mine

with the cost of maintaining mine rescue stations, including the salary of the mine rescue superintendent. The assessments are to be made after the end of each quarter on the basis of the total number of men shifts working underground and in the mine's mill.

The manager is responsible for the training of mine rescue officers and rescue crews and he, or a rescue officer designated by him, under the general supervision of the mine rescue superintendent, must direct all rescue work and recovery operations. The owner or manager is required to submit to an inspector returns or other information respecting safety work or mine rescue training as the Commissioner may prescribe.

Inspection

Inspectors are required to submit inspection reports to the Chief Inspector immediately on the completion of an inspection and to make monthly reports as the Chief Inspector may require. Formerly, the inspectors were required to make an annual report to the Commissioner.

Reporting of Accidents

The Commissioner, as before, may direct an inspector to make a special report on an accident causing death or injury and, in addition, may now require a special report on the condition of a mine.

When any person suffers injury which, in the opinion of the attending medical officer, may result in incapacity for work for seven days or more (formerly three days or more) the owner or manager must, within three days, notify the inspector.

An outbreak of fire which endangers safety and which requires the services of the mine rescue station must be reported immediately to the mine rescue superintendent and to an inspector.

Mine Safety Rules

The principal changes in the mine safety rules are indicated below.

With regard to sanitation, the rules require one sanitary convenience for every 25 men or fewer on any shift of workers underground. Similar requirements are laid down for the provision of conveniences where men are employed on the surface. Where women are employed, one toilet for every 15 must be provided.

In any case where men are employed underground or in hot or dusty surface occupations, accommodation for drying and changing clothes and supplies of warm or cold water must be provided above ground near the principal mine entrance. Pre-

viously, this was required only if six or more persons were ordinarily employed below ground each day.

Where persons are employed underground, there must be a system of checking in and out those underground.

As regards fire protection, the general procedure to be followed both on the surface and underground must be drawn up for use in case of fire. All persons concerned must be kept informed of their duties and copies of the rules or suitable extracts must be kept posted.

No person may build a fire underground unless authorized by the manager and only after the necessary fire-fighting equipment has been provided. The amount of volatile inflammable liquid kept underground must not exceed the requirements for the current day's work.

Where dangerous concentrations of inflammable gas have been found to exist in any mine workings, the area must immediately be considered as a fire hazard area and every precaution taken to prevent the gas from igniting. No person may smoke, use open-flame lamps, matches, etc., in a fire hazard area, except with the Chief Inspector's written permission. The owner or manager must maintain suitable warning signs in such an area.

As before, fire-fighting equipment as deemed necessary by the inspector must be provided in every head-frame, shafthouse, portal-house and every other plant building and at every shaft and winze station underground. It must now be inspected once a month by a person appointed by the manager and a report made in writing to the manager.

New sections were added to the rules governing the care and use of explosives. Explosives must be stored on the surface in special buildings, such as magazines, thaw houses, detonator or blasting cap storage buildings or cap and fuse houses, which are under the direction of the manager or a person appointed by him. Where possible, the building must be located in accordance with the British Table of Distances in respect of distance from the mine, other buildings or any public highway or railway. The ground surrounding the building must be cleared of timber or other combustible material for at least 50 feet.

As previously, with the written permission of the Chief Inspector, underground explosive magazines may be established. The maximum amount of explosives which may be stored in such a magazine was increased from 2,500 to 5,000 pounds.

A number of changes were made with respect to hoisting machinery and equipment. As regards inspection, the owner or manager of a mine where a hoist is in use must appoint a competent person to inspect the shaft at least once a week, and at least once a month to examine thoroughly the guides, timber, walls and hoisting compartments generally. A shaft inspection book must be kept for each shaft and a record of every examination entered by the person making the examination. Entries must be read and signed each week by the person in charge of the maintenance of the shaft who must also note in the book any dangerous condition reported and the action taken regarding it.

The maximum load of both men and materials which may be carried in any shaft conveyance must be determined by the inspector before the mine owner or manager may permit men to be carried. The inspector, before issuing a certificate to this effect, must be satisfied that the hoisting installation and signalling equipment comply with the rules.

The safety appliances on a cage or skip must be examined once a day, and at least once in every three months the safety catches of the cages must be tested. If they are found unsatisfactory, the cage or other shaft conveyance must not be used until the catches have been repaired and proved to act satisfactorily. If the inspector deems it necessary, he may order specific tests to be made. The Chief Inspector may give permission in writing for hoisting men without safety catches if he is satisfied that the equipment and conditions are such that a maximum of safety is provided.

Hoisting ropes are subject to stricter requirements. No hoisting rope may be used which has not been tested and approved. At least a daily examination of the rope is required, and once a month that part of the rope which is not on the hoist drum when the conveyance is at its lowest stopping point must be examined. A higher factor of safety is now required for ropes on new hoists or on existing hoists modified to increase the hoisting capacity.

Special rules are now set out for the safe operation of electric hoists and cover such matters as automatic brakes, overwind and underwind devices, circuit breaker, and warning signals. An electrical hoisting equipment record book must be kept at a mine where an electric hoist is in use and a weekly examination of the hoist motor and control apparatus, electric safety devices and hoisting signal equipment must

be recorded as well as notation made of any failure of or accident to such equipment and the action taken regarding it.

Stricter regulation of clay, sand and gravel pits and quarries is provided for. The new provisions require open cut operations more than 65 feet deep to be worked in benches unless the written permission of the Chief Inspector has been obtained. Another new provision requires men working on the pit wall to wear a life-line securely snubbed above the working place and under the supervision of a snubtender or held taut by one of more fellow-workmen. Specifications are now set out for travelways, stairways and ladders.

Two new sections of the rules set out safety precautions to be observed at metallurgical works and at blast furnaces and roasters. Breathing and portable resuscitating apparatus approved by the inspector must be maintained at blast furnaces and other metallurgical works where the atmosphere may contain dangerous concentrations of poisonous gases. In addition, a person trained in the use of the apparatus must be on duty in each working shift.

Extensive changes were made in the rules covering the use of electricity in mines. Many of the new provisions incorporate sections of Part V of the CSA Electrical Code covering the use of electricity in coal mines and in metalliferous and industrial mineral mines and quarries. It is now stipulated that, in the absence of any specific rules on a particular point, the adherence to electrical codes recognized by the Commissioner will be recognized as good practice.

An inspector is now authorized to suspend or vary any mine safety rule made under the Ordinance if the owner or manager applies to him in writing giving reasons for requesting that the rule should not apply. The suspension or variation is effective for two months unless it is cancelled sooner or confirmed by the Commissioner.

Boilers and Pressure Vessels

The new Steam Boilers Ordinance, 1951, which replaces the Ordinance of 1941, adopts the Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (CSA B51-1951) as regulations under the Ordinance and contains other new provisions designed to bring the Ordinance into line with present-day standards.

The Ordinance covers the inspection, certification and operation of boilers and

pressure vessels and the certification of four classes of engineers and of welders.

The Ordinance applies to boilers and pressure vessels used for power, heating and refrigeration except for boilers of less than 3 h.p. or those used for heating private residences that house fewer than three families, those subject to inspection under the Canada Shipping Act, boilers and pressure vessels which are part of the equipment of railways under the federal Railway Act, pressure vessels of less than 1½ cubic feet volume or operating at less than 50 pounds pressure p.s.i., those subject to inspection under the federal Explosives Act and diesel engines. The latter exclusion is new.

All uninsured boilers and pressure vessels are required to be inspected and certificated annually and are subject to additional inspections if they are reported to the Commissioner to be in an unsafe condition. The new Ordinance also authorizes inspectors to examine boilers or pressure vessels in the course of construction or undergoing repair. The inspector may refuse to grant a certificate of inspection if a boiler or pressure vessel is found to be improperly constructed or repaired or where permission to make the inspection has been refused.

Boilers and pressure vessels covered by the Ordinance must, as previously, be operated by a person over 21 years of age who holds a certificate of qualification. Four classes of certificates are provided for, graded according to the rating of the boiler or pressure vessel. A first class engineer, as before, may take charge of any boiler or pressure vessel. The rating of boilers and pressure vessels which a second or third class engineer may take charge of was considerably increased. A second class engineer is now qualified to take charge of a boiler or pressure vessel not exceeding 750 h.p. instead of 100 h.p.; a third class engineer may be in charge of one of not more than 500 h.p. rather than 50 h.p.; a fourth class engineer (fireman) may take charge of one of not more than 200 h.p. if he is under the general supervision of an engineer with a higher certificate. Formerly, a fireman could take charge of any boiler or pressure vessel if he was supervised by a properly qualified engineer.

As previously, where the owner of a boiler or pressure vessel is unable to secure the services of a qualified engineer, the inspector may grant a permit to operate the boiler or pressure vessel for six months to any person who satisfies him as to his good conduct, sobriety and experience.

The Ordinance prohibits welding on boilers or pressure vessels except by a person holding a welder's certificate or one who is considered by the Commissioner to be otherwise qualified.

Licensing of Trades and Businesses

Amendments, assented to December 11, 1952, were made to the Business Licence Ordinance which forbids a person to carry on any of the occupations listed in the schedule without first obtaining a licence and paying the required fee.

The Ordinance requires an applicant for a licence who is an employer of labour to state in his written application the arrangements he has made for the protection of his workmen in case of accident in accordance with the provisions of the Workmen's Compensation Ordinance or his reasons for not making such arrangements.

The amendment authorizes the Commissioner to refuse to register or issue a licence to a person who is required to insure his employees under the Workmen's Compensation Ordinance and who fails to do so.

School Attendance

A new School Ordinance, assented to July 10, 1952, raises the school-leaving age from 12 to 16 years. Previously, a child between 7 and 12 years was required to attend school for at least 16 weeks in each year, eight weeks of which were consecutive.

Under the new Ordinance, a parent or guardian of a child between 7 and 16 years is required to send him to school, or see that he is educated otherwise, and for failure to do so may be liable to a fine not exceeding \$5 for each day during which the violation continues.

A parent or guardian is not liable to penalty for failure to send the child to school for any of the following reasons: (a) if the child is being educated in some other satisfactory manner; (b) if he is unable to attend by reason of sickness or other unavoidable cause; (c) if there is no school open which the child can attend within five miles from his residence; (d) if the child has reached a standard of education equal to or higher than that to be attained in such school; (e) if the child's physical or mental condition is such as to prevent his attendance at school or his application to study; (f) if there is insufficient accommodation in the school which the child has the right to attend; (g) if the child has completed Grade VIII

or its equivalent; or (h) if he is absent from school on a holy day recognized by the church to which he belongs.

Old Age and Blind Assistance

The Old Age Assistance and Blind Persons Allowance Ordinance, assented to on December 13, 1951, is similar to the Acts passed in all provinces during 1951 and 1952. It provides for the administration of the old age and blind persons' assistance program in the Territories. The Commissioner is authorized to appoint a Director to be responsible for receiving applications and determining eligibility for both types of assistance. The Ordinance went into effect January 1, 1952.

YUKON

Hours of Work

By the enactment of the Hours of Labour Ordinance, 1951, working hours must be confined to eight in a day and 48 in a week unless time and one-half is paid for all time worked after these limits. The Ordinance is, in general, similar to the hours of work legislation in effect in five provinces and in its provision requiring time and one-half to be paid if work continues beyond fixed limits is like the Acts of Manitoba and Saskatchewan.

This is the first general statutory regulation of hours of work in the Yukon Territory. The Fair Wages Ordinance, 1946, limits the hours of employees in shops, hotels, restaurants, etc., to eight and 44 unless time and one-half is paid and the Ordinance to Regulate the Hours of Labour and the Minimum Wage to be Paid in Mining Operations, 1937, limits to eight and 48 the working hours of employees in mining. Employees covered by these two Ordinances are excluded from the new Hours of Labour Ordinance. Also excluded from the Ordinance are persons employed in a supervisory, managerial or confidential capacity.

Employers are required to keep records showing the hours worked by all their employees. Records must be produced for inspection when required by the Commissioner or a person authorized by him.

For failure to comply with any provision of the Ordinance the penalty is a fine ranging from \$25 to \$100 for each employee affected by the violation or, in default of payment, imprisonment for a term of not more than three months.

Workmen's Compensation

A Workmen's Compensation Ordinance practically identical to the one enacted in the Northwest Territories, described above,

was assented to in the Yukon Territory on October 23, 1952, and became effective on January 1, 1953. As in the Northwest Territories, disputed claims in the Yukon will be dealt with by the Alberta Workmen's Compensation Board, which has agreed to act as Referee.

The only difference of note between the two Ordinances has to do with payments to a dependent widow on her re-marriage. As in the Northwest Territories, the Yukon Ordinance provides that when a dependent widow re-marries her monthly payments cease and she receives a lump sum of \$600 within one month of her re-marriage. No provision is made in the Yukon Territory for the resumption of a widow's monthly pension if she later finds herself in need.

While the new Ordinance provides for the same general system of individual liability as before, under which an employer is liable for the payment of compensation and must insure his risk in a private insurance company, it makes substantial changes by adopting the scale of benefits and other provisions of the Alberta Act.

Previously, fixed lump sums were payable in death claims and for permanent total disability, e.g., compensation in case of death was \$5,000 to a widow, with \$750 for each child under 16, the total not to exceed \$8,600. The sum of \$6,000 was payable for permanent total disability and fixed sums for specific injuries. For temporary total disability a workman received a weekly payment of 66½ per cent of his average daily wages for the duration of his disability, up to a maximum period of 12 months.

Under the new Ordinance a widow receives a lump sum of \$100 and a monthly pension of \$50 until her death or re-marriage, together with \$25 a month for each of her children under the age of 16 years. For permanent total disability compensation is a weekly payment during the lifetime of the workman equal to 75 per cent of his average weekly earnings. For permanent partial disability compensation is a proportion of 75 per cent of average weekly earnings, depending on the degree of loss of function resulting from the injury.

Another change from the previous Ordinance is in application. All industries set out in the schedule are covered whereas under the former Ordinance industries with fewer than five workmen were exempted. The number of industrial diseases was increased from five to eleven. Formerly, compensation was payable only for silicosis, lead, arsenic and mercury poisoning, and infected blisters.

The new Ordinance provides for a three-day waiting period and a six-day qualifying period. The six-day qualifying period is new. Previously, a workman was not granted compensation for any disability that lasted less than three days. Henceforth, when disability is of more than six days' duration, compensation is payable from the day of the accident.

Boilers and Pressure Vessels

The Steam Boilers Ordinance was replaced by a new Ordinance enacted May 8, 1952, and amended October 23 of the same year. The provisions are similar to those of the new Ordinance in the Northwest Territories (see above).

The coverage is the same as in the Northwest Territories except that the Ordinance does not apply to boilers and pressure vessels of less than 15 h.p., instead of those of less than 3 h.p. as is the case in the Northwest Territories.

In the Northwest Territories, and previously in the Yukon, all boilers and pressure vessels were required to be inspected annually. Now the compulsory annual inspection applies to all boilers, pressure vessels of over 20 cubic foot capacity, and hot water boilers which have over 150 square feet of heating surface or any used for heating a school, hospital, church, theatre, hall, auditorium or other building where the public assembles. On completing the inspection, the inspector must issue to the owner an inspection certificate. The new Ordinance provides that, if circumstances warrant, the Commissioner may issue a certificate to an owner of a new boiler or pressure vessel pending the next regular inspection.

In addition to the four regular classes of engineers' certificates provided for, the Commissioner is authorized to issue a provisional certificate on payment of a fee of \$10, valid for not more than one year, to a person who has been employed as a fireman on a high pressure boiler for at least one year.

A new section provides that, where a boiler is delivered to a purchaser within the Territory, an affidavit of the foreman under whose supervision the boiler was built must be forwarded to the Commissioner. Unless this section is complied with, the inspector will not be required to pass the new boiler.

As in the Northwest Territories, the Yukon Ordinance adopts the 1951 Regulations for the Construction and Inspection of Boilers and Pressure Vessels of the Canadian Standards Association. In addition, the Yukon Ordinance provides that

the Interprovincial Boiler Code is to govern the design, construction and inspection of boilers and pressure vessels in all circumstances not covered by the regulations.

A schedule of fees for inspecting boilers and pressure vessels is appended to the Ordinance.

Licensing of Trades and Businesses

The Business Licence Ordinance, 1952, requires all persons engaged in any of the occupations listed in the schedule to obtain a licence, for which they must pay a fee ranging from \$10 to \$100. A licence is valid for one year, expiring on March 31. The Ordinance does not apply to portions of the Territory situated within the boundaries of a municipality.

Guides

New provisions with respect to the licensing of guides are contained in the Game Ordinance which went into effect January 1, 1952, replacing an Ordinance of 1947.

As before, every person acting as a guide is required to be licensed by the Commissioner or his agent. Three types of licences are provided for, Grades A, B and C. These must be renewed annually.

To obtain a Grade A licence, a person must have acted as a guide for three years and have suitable equipment for outfitting any person desiring to hunt game. A Grade B licence may be issued to a person acting as assistant to a Grade A guide or to one whose activities as a guide are confined to areas where there is no need of extensive equipment to ensure the safe handling and conducting of the hunting party. A Grade C licence will entitle the holder to operate only under the immediate supervision of the holder of a Grade A or B licence; the holder must not hold hunting territory in his own right.

An applicant for a licence must produce evidence of qualifications, ability, character, age, residence, equipment, and the districts in which he has hunted.

Old Age and Blind Assistance

The Old Age Assistance and Blind Persons Allowance Ordinance was passed in 1952 to provide for the administration in the Yukon Territory of pensions to needy persons between 65 and 70 and needy blind persons over 21 years.

In addition to the maximum pension of \$40 a month payable to these two classes of persons, the Ordinance also provides for a supplementary allowance of up to \$10 a month. The Ordinance went into effect April 1, 1952.

Legal Decisions Affecting Labour

Quebec paper mill loses appeal against Superior Court decision refusing to stay the proceedings of arbitration board. Manitoba spray painter claiming entitlement to week's dismissal notice loses case

In a case which arose out of difficulties encountered by Price Brothers and the pulp and paper syndicates representing their employees in negotiating an agreement in March 1951, the appeal court in Quebec has ruled that a dispute over the unions' request for a voluntary revocable check-off was a proper subject for reference to a board of arbitration.* In Manitoba, the Court of Appeal dismissed a workman's claim that he was entitled to a week's notice on termination of employment both at common law and by the terms of the Manitoba Hours and Conditions of Work Act.

Quebec Court of Queen's Bench, Appeal Side...

...finds check-off a "condition of employment" coming within jurisdiction of arbitration board

The Quebec Court of Queen's Bench, Appeal Side, at Quebec on March 11, 1953, dismissed an employer's appeal from the ruling of the Superior Court that the voluntary revocable check-off of union dues was a condition of employment coming within the jurisdiction of a council of arbitration and that no writ of prohibition could be issued against a council of arbitration to prevent it from making a recommendation on this question.

Mr. Justice Hyde, Mr. Justice Marchand, Mr. Justice Gagné and Mr. Justice Bertrand gave separate reasons for the Court's decision and Mr. Justice Barclay gave a dissenting opinion.

The facts of the case were related by Mr. Justice Hyde. Price Brothers and Company Limited had signed collective agreements with the unions which were the bargaining agents for employees in the company's paper mills at Riverbend and Jonquière. On March 27, 1951, the unions gave notice that they wished to negotiate amendments to the agreements before they were renewed. In the discussions that followed, agreement was reached on all points except the unions' request for a voluntary check-off of union dues from the wages of the employees, which the company refused. According to the provisions of the Labour Relations Act for the solution of differences in the negotiation of collective agreements, the Minister of Labour first appointed a conciliator; then, when he was unable to effect an agreement, a council of arbitration.

*Last month the Supreme Court of Canada declined to hear the company's appeal from this decision.

A representative of the company appeared before the council of arbitration and contested its jurisdiction on the ground that the check-off clause over which the parties disagreed was not a "condition of employment" which a council of arbitration was authorized by statute to consider. On November 15, 1951, the members of the council of arbitration reported unanimously to the Minister that they were unable to render a decision on the matter submitted to them, since the question of their jurisdiction was one to be determined by the courts.

On December 10, 1951, the Department of Labour advised the company that the Minister had decided to appoint a second council of arbitration to consider the issue of the check-off and requested it to nominate a member. The employer informed the Minister of his view that a council of arbitration had no jurisdiction to consider the matter and that the Quebec Labour Relations Act did not empower the Minister to appoint a second council. He stated that if the unions persisted in proceeding with the matter he would contest the jurisdiction of the council of arbitration in court. When the Minister proceeded to appoint a second council, the employer applied to the Superior Court for a writ of prohibition against the new council of arbitration.

Mr. Justice Hyde reviewed the arguments given by the employer and the unions in the Superior Court. Counsel for the company claimed first that the Minister had no power to appoint a second council of arbitration and secondly that an employer could not be required under either the Labour Relations Act or the Quebec Trade Disputes Act to accept a check-off provision. The unions' counsel maintained that a writ of prohibition could

not be issued against a council of arbitration, that the Minister had the right to appoint a second council because the refusal of the first group to consider the matter submitted to it was equivalent to resignation, and that the proposed check-off clause did constitute a condition of employment within the meaning of the Labour Relations Act. The Superior Court dismissed the application for a writ of prohibition for various reasons, including the ones urged by the unions' counsel.

In the Court of Queen's Bench the case was narrowed down to two questions. Was the voluntary revocable check-off a "condition of employment" coming within the jurisdiction of a council of arbitration? If a council of arbitration exceeded its jurisdiction, could a writ of prohibition be issued against it?

Mr. Justice Hyde proceeded to examine the company's contention that a check-off clause cannot be enforced upon an employer and consequently is a matter outside the jurisdiction of a council of arbitration. He noted first that the unions' request was for a voluntary revocable check-off clause, under which the employer would be obliged, upon the written request of an employee covered by the agreement, to withhold periodically from his pay the amount of his union dues and to remit the money to the union. The employee would have the right to revoke such instructions at any time and so would be left with complete freedom of action. He drew a distinction between this type of check-off provision and a compulsory check-off with or without the closed shop or other form of union security provision.

His Lordship then referred to Section 2(e) of the Labour Relations Act which defines a collective agreement in these terms:—

"Collective agreement" or "agreement" means any arrangement respecting conditions of employment entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for one or more associations of employers.

Counsel for the employer emphasized the more limited meaning of the phrase "conditions de travail" in the French version of this section. He agreed that any clause not contrary to public order or good morals might be included in a labour contract or a collective agreement freely negotiated but maintained that the Act only required the employer to negotiate terms concerning "conditions de travail", that is, the work which employees are required to do and the relations between the employer and his employees.

He contended that a check-off provision was not a condition of employment since it dealt only with the relations between the union and the employer.

Mr. Justice Hyde did not support this view. He pointed out that there was no attempt in the statute to limit the meaning of "conditions of employment". He also cited the rule given by Maxwell's *Interpretation of Statutes* that the chief object in construing the meaning of statutes is to determine the legislative intent, and that words should be given their full meaning, or the more extensive of two meanings, if this will best carry out the legislative intention. A narrow interpretation of "conditions de travail" might mean only the actual physical conditions under which the work was performed while "conditions of employment" might be restricted to rates of pay and hours of work. It was obviously not the intention of the Legislature to restrict the terms of collective agreements in this way.

His Lordship considered that the check-off was a question of the manner of payment of wages and was therefore a "condition of employment". While it was true that the union would benefit from the automatic collection of dues, the check-off was not solely in the interests of the union but would also assist the individual employee. It would save him the trouble of making the regular payments to which he was pledged and would assure him of remaining in good standing.

Section 14 of the Labour Relations Act provides for the submission of a dispute over the negotiation of a collective agreement to a council of arbitration. Since he considered the check-off a condition of employment properly the subject of a collective agreement under the Act, His Lordship held that the matter did come within the jurisdiction of a council of arbitration. For this reason he did not find it necessary to consider whether a writ of prohibition could be issued against a council of arbitration.

The employer also contended that the matter in dispute was beyond the jurisdiction of a council of arbitration appointed under the Trade Disputes Act because it was not mentioned in Section 4 of that Act which lists matters which may constitute a dispute. Mr. Justice Hyde held that a reference of a dispute arising in the negotiation of a collective agreement to a council of arbitration was not concerned with the jurisdiction prescribed by the Trade Disputes Act but solely with that given by the Labour Relations Act. Since this question was one properly dealt with

in a collective agreement there was no question of the jurisdiction of a council of arbitration to consider and report upon it.

In separate reasons for decision, Mr. Justice Marchand stated that he could not see how a writ of prohibition could be issued against a council of arbitration, since it was not an inferior tribunal having the power to judge within a limited jurisdiction but was merely a body established to make inquiry into a matter and report its findings to the Minister of Labour. He stated that he would dismiss the appeal on this ground alone.

Mr. Justice Bertrand concurred in the judgment of the Court because of the clauses in the Trade Disputes Act and the Labour Relations Act protecting councils of arbitration against writs of prohibition.

Mr. Justice Gagné stated that the distinction made by counsel for the employer between "conditions of employment" and other terms which may be included in collective agreements was not clear to him. In his opinion all provisions of a collective agreement were conditions of employment. If a check-off clause were included in an agreement, as the employer admitted it could be, and yet was not a condition of employment which was binding, it would be of no use at all to the employees.

Referring to the employer's argument that a check-off provision did not deal with an employer's relations with his employees but only with his relations with the union, Mr. Justice Gagné emphasized that a union speaks on behalf of all its members. The union, acting for the protection of the individual worker, negotiates an agreement fixing wages, hours of labour and type of work and this agreement is binding on all its members. The purpose of the collection of membership dues is not to enrich the union but to cover the costs of its services to the members. The payment of union dues is therefore intimately connected with an employee's work and wages.

For these reasons His Lordship considered that the check-off provision was a condition of employment and that the council of arbitration did have authority to consider whether or not it would recommend its inclusion in the collective agreement. He also found that the Minister of Labour was authorized to appoint a second council when the first refused to consider the question submitted to it.

Mr. Justice Barclay, in giving reasons for his dissenting judgment, maintained that there was a distinction between conditions of employment or working conditions and other conditions which might be included in a collective agreement. Any

provision not illegal or against public order might become a term of an agreement, and if both parties agreed to include it, it could then be treated as a working condition, but not otherwise. He held that a council of arbitration could deal with actual working conditions and could recommend their adoption, but could not deal with or make any recommendations regarding other stipulations in the contract which are left to the free consent of the employer and the employee.

In Mr. Justice Barclay's view, "working conditions" meant the conditions which an employee must fulfil in order to earn his wages and the conditions which an employer must fulfil in order to reap the benefit of his employee's work. He found that the check-off was not a working condition.

It is only after the employee, by complying with the working conditions, has earned his wages that the question of the voluntary check-off arises. At most it is a service which the company is asked to perform, it is not one of the company's obligations... As the check-off is not a stipulation of the contract, and not yet having been agreed to, it cannot be considered as a working condition.

Accordingly, in his opinion, the council of arbitration had no jurisdiction to make a recommendation as to the proposed check-off provision.

Considering that the second council was appointed for the sole purpose of dealing with a subject outside its jurisdiction, he held that a writ of prohibition should be issued against it. In his opinion, Section 34 of the Trade Disputes Act and Section 41a of the Labour Relations Act protected a council of arbitration from such a writ only when it was exercising its proper functions. For this reason he would have allowed the company's appeal.

The Court dismissed the employer's appeal from the judgment of the Superior Court which had accepted the case advanced by the unions and had dismissed the company's application for a writ of prohibition against the council of arbitration. *Price Brothers and Company Limited v. Letarte et al.*, *Rapports Judiciaires de Québec* [1953], BR Montreal, No. 4, 307.

Manitoba Court of Appeal...

...finds one hour adequate notice of dismissal for painter paid by the week at an hourly rate

The Manitoba Court of Appeal, on March 20, 1953, dismissed a workman's appeal from a ruling that he was not entitled to a week's notice of dismissal

since he was employed by the hour and knew of his employer's practice of giving not more than an hour's notice.

Mr. Justice Beaubien described the facts of the case in his reasons for judgment. The appellant had been hired as a spray painter in May 1950. The contract of hiring was an oral one and nothing was said regarding termination of employment. The only arrangement made was that he was to start at a wage of 90 cents an hour and was to receive \$1 an hour if he proved satisfactory after a trial period of two weeks. The appellant testified that no notice regarding termination of employment was ever posted in the shop and that the employer had never raised the question at a meeting of employees. The painter worked steadily for his employer, except for short periods of absence during his wife's illness and during his holidays, until October 4, 1951, when he was discharged along with nine others. On that day he was told at 4 p.m. that he would be "through" at 5.15 p.m.; his wages were paid up to that time. On October 2 he had been paid the amount he had earned during the week ending the previous Friday.

A police magistrate awarded the workman \$48.80 in lieu of a week's notice of dismissal. The employer appealed this ruling to the county court. The county court judge, holding that the painter was employed by the hour and that in the circumstances the notice given him was reasonable, allowed the appeal. The workman appealed from this judgment to the Court of Appeal, claiming that he was entitled to one week's notice of termination of employment both at common law and by the terms of the Manitoba Hours and Conditions of Work Act.

Mr. Justice Beaubien stated that the point to be decided was the nature of the hiring. The appellant contended that it was a weekly hiring, terminable on a week's notice. His Lordship cited authorities which supported the view that where a hiring is for an indefinite period reasonable notice must be given and that the question of what constitutes reasonable notice depends on the nature of the hiring and other circumstances of the employment.

Mr. Justice Beaubien then reviewed the decision of the county court judge. He had accepted the employer's contention that his employees were hired by the hour, although they were paid once a week for convenience, and that they could leave their job any time they wished and could be discharged on an hour's notice. He had found also that the employee who brought the complaint was well aware of the system followed by the company. He was in its employ for 16 months, was off work on at least two occasions and was active in organizing a union among the employees, so that he would have particular knowledge of the company's employment practices. The county court had held, therefore, that the notice given was reasonable in the circumstances.

Mr. Justice Beaubien then considered the appellant's claim that the Hours and Conditions of Work Act gave him the right to one week's notice. This Act provides that, where the period of employment is not fixed and wages are paid once a month or more often, notice must be given by an employer who dismisses an employee or by an employee who leaves his job, and the period of notice must not be shorter than the regular pay period. This provision does not apply, however, where a different custom respecting termination of employment exists in an establishment.

The county court judge had held that Section 6B(1) of the Act, which contains the requirement respecting the giving of notice, was not applicable because it was the established practice of the company to dismiss or lay off employees on an hour's notice and the employee making the complaint knew of this custom. Mr. Justice Beaubien considered that the county court judge was justified in this view. However, the fact that the statutory provision did not apply did not deprive the appellant of his common-law right to reasonable notice. He agreed with the finding of the county court judge that the appellant was employed by the hour and that in the circumstances the notice given him was reasonable.

The Court accordingly dismissed the appeal with costs. *Emler v. Display Fixtures Ltd.* [1953], 8 WWR (NS) 289.

In 1952 the average output of coal per man-day in underground mines was highest in the Yukon at 3,896 tons and lowest in New Brunswick at 1,597 tons. The national average was 2,549 tons.

Canada's coal mines employed an average of 21,754 persons during 1952, of whom 5,858 worked on the surface and 15,896 underground.

—Dominion Bureau of Statistics.

Recent Regulations under Provincial Legislation

Major revision of Quebec's General Minimum Wage Order 4 results in higher minimum wage rates for small centres. Rates for municipal and school corporation employees are also raised by two special orders

General Order 4, the blanket minimum wage order covering the majority of unorganized workers in the province of Quebec, was revised and re-written in simpler form. The order, while still covering the entire province, now applies to three zones instead of four. Although there was no general increase in minimum wages, rates were raised for certain classes of workers, notably those employed in centres of less than 2,000 people. The general minimum rates set by the order for workers in factories, shops, offices and other workplaces are 51, 46 and 41 cents an hour in Zones I, II and III, respectively.

Two special orders, Nos. 41 and 42, governing employees of municipal and school corporations and stationary engineers and firemen, were also revised in line with the changes in Order 4, and the minimum rates for employees of municipal and school corporations were increased.

Of the 13 remaining special orders, four expired and nine were renewed for another year.

Quebec Minimum Wage Act

Effective from April 25, the Quebec Minimum Wage Commission revised three minimum wage orders, General Order 4, Order 41 covering employees of municipal and school corporations and Order 42 governing stationary engineers and firemen. These orders are effective until May 1, 1954.

At the same time the Commission renewed until May 1, 1954, nine of the remaining 13 special orders. The nine orders renewed, without change, are: Order 2, covering payment of overtime; 3, holidays with pay; 3A, holidays with pay in the building construction industry; 11, hospital and charitable institutions; 14, real estate undertakings; 23, taverns; 26A, taxicabs in Montreal; 29, taxicabs in Quebec and Lévis; and 39, forest operations.

The four orders which expired on May 1, 1953, are: Order 5, governing silk textiles; 8, cotton textiles; 19, full-fashioned hosiery; and 37, manufacture of glass containers. Workers in these undertakings are now under General Order 4.

All changes were effected by O.C. 373, made on March 26, and gazetted April 25.

General Order 4

Order 4, which applies to all undertakings under the Minimum Wage Act not covered by special orders, is estimated to cover close to 1,000,000 workers. This lengthy and complex order, made in 1942 and frequently amended, was revised and generally simplified. In addition to the simplification and improved arrangement effected in the revision, the number of zones for which minimum rates are set was reduced from four to three. The order, as before, applies to the entire province but the former Zones III and IV, covering places with from 2,000 to 10,000 persons and places with under 2,000 persons, respectively, have been combined to form Zone III. Hence, workers in the smaller centres must now receive a higher minimum rate than before.

In the revised Order 4, although there was no general increase in minimum wages, the rates were raised for certain classes of workers. Rates under the order were increased by 10 per cent on November 15, 1952.

With the exceptions noted below, Order 4 covers all employees other than farm workers, domestic servants, workers under a special order and those governed by a decree under the Collective Agreement Act. The following groups were added to the list of persons exempted from the order: university or superior school students; employees of church corporations or boards of trustees; and telephone operators in Zone III who are not exclusively occupied as such and who do not have regular working hours.

Other workers who continue to be exempted from the order include blind persons working in establishments where they constitute the majority of the employees (rather than, as before, the only employees), emergency workers for the prevention or fighting of forest fires; the employer's wife; his partner if he works in a partnership other than a joint-stock company; employees of religious and charitable institutions, teaching establishments, hospitals, etc.; employees of Desjardins savings banks; workers in peat bog exploitations working as peat-cutters; employees of lodging houses with fewer

than five bedrooms to let; and salesmen who habitually work outside the employer's establishment.

For the purposes of the order the province is divided into three zones, the former Zones III and IV having been combined. Zone I consists of Montreal, Longueuil, St. Lambert, Laprairie, Laval-des-Rapides and municipalities totally or partially situated on the Island of Montreal. In Zone II are Quebec City, including the part of Number 5 industrial zone which lies outside the city limits, 22 other cities, the towns of Iberville, Jonquières, La Tuque, Quebec-West, Rimouski and Victoriaville, the village of Giffard and any other municipality of more than 10,000 persons. Zone III covers the rest of the province. The order does not cover any territory not included in an electoral district.

In the revision of Order 4 a new arrangement was adopted. Formerly, minimum wage rates were set for six categories of workers: (1) Employees in industrial and commercial establishments; (2) Office employees; (3) Carters, chauffeurs, messengers and garage employees; (4) Employees in hotels and restaurants; (5) Watchmen and janitors; (6) Miscellaneous employees, including seasonal workers, building construction workers, bootblacks, etc.

For the most part, rates are now set out with reference to the number of hours worked in the regular work week in an establishment. The order sets out rates for six classes: (1) Establishments with a 48-hour regular work week; (2) Establishments with a 54-hour regular work week; (3) Establishments with a 60-hour regular work week; (4) Establishments having no regular work week; (5) Hotels, restaurants and similar undertakings; (6) Apartment houses, office buildings, and other real estate undertakings. With the arrangement of the order into divisions according to the length of the regular work week, it is no longer necessary to set out the minimum rates payable for many different types of employment, hitherto enumerated in the order.

Classification of Workplaces

Establishments with a 48-hour Work Week

The revised order classifies the establishments and undertakings under it according to the length of the regular work week. The regular work week for all establishments for which a longer work week is not fixed is 48 hours. Workplaces with a 48-hour week, therefore, are not specifically listed in the order.

Establishments with a 54-hour Work Week

The following establishments are considered as having a 54-hour regular work week: retail stores, bakeries, biscuit factories, chocolate factories, flour mills, canneries, butcher shops, meat-packing plants, cheese-processing plants, barbering and hairdressing shops, laundries, cleaning, dyeing and clothes-pressing establishments, shoe-shine and shoe-repair shops, garages and service stations, theatres, public recreational centres, funeral parlours, spinning, knitting and weaving mills and carding-houses, foundries and sawmills in Zones II and III, agricultural implement and separator factories in Zone III, and factories making sashes and doors, furniture, coffins, boxes, veneer or plywood, small wooden articles, looms, railroad ties and other similar articles.

Establishments with a 60-hour Work Week

A 60-hour regular work week applies in dairies and creameries, cheese and butter factories and transportation undertakings.

No Regular Work Week

Open air sporting clubs, snow-clearing undertakings and cemetery undertakings are considered as having no regular work week.

Minimum Rates and Overtime

As noted above, Order 4 now sets out minimum rates for six classes of establishments. In the following summary, the first four classes are grouped together. For workers in these four classes the general minimum rates are the same: 51 cents an hour in Zone I, 46 cents in Zone II, and 41 cents in Zone III. In the first three classes these rates are payable for the number of hours in the regular work week and overtime becomes payable after 48 hours, after 54 hours or after 60 hours, as the case may be. No overtime is payable for the workers in the fourth class for whom no regular work week is fixed.

Overtime must be paid for at time and one-half the regular rate in the case of employees paid by the hour and not covered by a collective agreement. Where, however, an employee is governed by a collective agreement, he must be paid for overtime not less than time and one-half the minimum rate set by Order 4. The order does not require overtime rates to be paid to employees who are paid on a weekly, monthly or yearly basis at least \$50 a week in Zone I and \$45 in Zones II and III.

With respect to the first four classes, lower rates—39, 36 and 31 cents an hour in Zones I, II, and III, respectively—are fixed for inexperienced workers. The order

provides that only 20 per cent of the total number of workers in an establishment may be classed as inexperienced. Previously, 75 per cent of the workers in a factory or shop were required to receive the minimum rate and lower rates were set for the remaining 25 per cent.

Irrespective of the length of the regular work week in an establishment, rates of 30 cents an hour in Zone I, 25 cents in Zone II and 22 cents in Zone III are fixed for office boys and messengers; 44, 41 and 35 cents, respectively, for watchmen; and 58, 53 and 48 cents, respectively, for motor vehicle chauffeurs.

Temporary employees in canneries for whom no regular work week is fixed and who work during the season June-October must be paid not less than 39, 36 and 31 cents an hour. Pin-boys and bootblacks, whose regular work week is 54 hours, must be paid the same rates as apply to messengers—30, 25 and 22 cents an hour. Caretakers who are given free lodgings on the premises are entitled to a weekly minimum wage of \$18 in Zone I, \$16 in Zone II and \$15 in Zone III. No regular work week is fixed for these employees.

Some employees have a regular work week which is different from the one fixed for the establishment in which they work, e.g., while the regular work week in mining undertakings is 48 hours, employees working at the surface have a regular work week of 54 hours and those engaged in continuous work have a regular work week of 56 hours. Watchmen, maintenance men and service men, motor vehicle chauffeurs and their helpers, employees taking care of horses and vehicles, and employees supervising power-houses and electrical substations all have a regular work week of 60 hours and the payment of overtime is required for any work in excess of the 60-hour work week.

No regular work week is fixed for employees working on ships or boats, longshoremen, employees occupied at work conditioned by the tide, employees engaged in preparing fish on the shore, in snowhouses or in cold storage, operators of power-shovels or bulldozers and their helpers, employees whose hours are unverifiable and caretakers who are provided with free lodgings on the premises. This group is not entitled to any overtime rate.

A fifth division of the order applies to hotels, restaurants, lunch-counters, cabarets, cocktail bars, cafés, clubs, taverns, road-houses or inns, lodging-houses with at least five bedrooms to let, boarding-houses and staff-houses.

The hourly minimum rates for employees in this division are as follows:—

	Zones		
	I	II	III
(a) all employees except those covered by (b) (c) (d) (e) and (f).....	51¢	46¢	41¢
(b) office boys, messengers, bell boys, porters, cloak-room attendants	30	25	22
(c) employees of lodging-houses having at least five bedrooms to let.....	36	34	29
(d) watchmen	44	41	35
(e) waiters, waitresses, valets, chambermaids and elevator operators	44	41	35
(f) cooks and motor vehicle chauffeurs	58	53	48

Caretakers who are provided with free living quarters on the premises must receive the same minima as caretakers working in other establishments, namely \$18, \$16, and \$15 a week, depending on the zone.

The regular work week, after which overtime becomes payable, for employees in hotels, restaurants and similar undertakings is 60 hours, except for boarding-house, lodging-house and staff-house employees, and open air sporting club employees, who have no regular work week.

Employers in hotels, restaurants and similar undertakings may establish the month or half-month as the period of work for employees who are hired by the month or half-month, respectively. In such cases, overtime must be paid for hours worked in excess of such monthly or half-monthly periods. The "regular working month" is calculated by multiplying the number of hours in the regular work week by $4\frac{1}{2}$ or, if there are 31 days in the month, by $4\frac{1}{2}$. Similarly, the "regular working half-month" is established by multiplying the number of hours in the regular work week by $2\frac{1}{2}$ or, in a month of 31 days, by $2\frac{1}{2}$.

The sixth division of the order covers apartment houses, office buildings and other real estate undertakings.

Monthly rates are set for janitors who are charged with the supervision of a real estate undertaking and whose duties include the leasing of apartments and collecting of rents. If free, heated living quarters are provided on the premises, a janitor must be paid at least \$75 a month in Zones I and II and \$60 in Zone III. When unheated lodgings are provided, the rates are \$85 in Zones I and II and \$70 in Zone III. If a janitor is not provided with living quarters, he must be paid \$95 a month in Zones I and II and \$80 in Zone III. No regular work week is fixed for janitors.

For all other employees in apartment houses, office buildings and other real estate undertakings, except office boys, messengers, watchmen and motor vehicle chauffeurs, the order fixes the same general minimum rates as for other types of establishments—51, 46 and 41 cents an hour for the three zones. Office boys, messengers, watchmen and chauffeurs must receive the same rates as are set for these classes elsewhere in the order. Sixty hours constitute the regular work week of employees in these undertakings, after which overtime must be paid.

General Provisions

General provisions relating to weekly rest, daily guarantee, annual holidays with pay, payment of wages, deductions for board and lodging, keeping of records and posting of notices remain practically the same as before.

As before, every employee in all establishments covered by Order 4 except real estate undertakings and undertakings for which no regular work week is fixed must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each.

All divisions of the order except those covering real estate undertakings and undertakings which have no regular work week provide for a three-hour minimum. A worker must be paid for at least three hours at his minimum rate, rather than at his regular rate, as before, when he is called to work and works less than the regular working day, unless he refuses to do the work required of him.

The provisions of Order 3 which requires an employee to be granted a week's holiday with pay after a year's continuous service apply to workers under Order 4. Janitors are excluded from these provisions.

Order 4 no longer contains the requirement that wages must be paid at least twice a month. As before, however, when payment is made in cash, the money must be placed in a sealed envelope with the following information on it: name of worker, pay period, total hours of work and overtime shown separately, wages earned and wage rate, deductions and take-home pay. Tips are the exclusive property of the worker and may not be considered as wages, even with the employee's consent.

Deductions may be made from the minimum wage when, by agreement, lodgings or meals are furnished by the employer to the employee. Such deductions must not exceed, in all three zones, 25 cents for one meal or \$4.50 for meals

per week; 25 cents a day for lodging or \$1.50 per week; and \$6 a week for full board and lodging. Previously, the above deductions were authorized for workers in Zone I, lower deductions being permitted in the other zones. Any other deductions from the minimum wage are prohibited unless imposed by statute or court order.

Uniforms when required for employees in hotels and restaurants must be furnished by the employer. The provision requiring uniforms to be kept in proper condition at the employer's expense has been omitted.

The requirement is continued that each employer must keep records showing, for each employee, name and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay and particulars regarding annual holidays with pay. Records must be retained for five years. The employer is also required to post in a conspicuous place all orders and notices furnished by the Commission.

Changes in Order 4

The chief increase in minimum rates brought about by the revision of Order 4 affects persons working in workplaces in the former Zone IV (i.e., where the population is under 2,000), who now receive the higher Zone III rates. For example, the minimum hourly rates for experienced workers in factories, shops and offices have been, since November 15, 1952, 51 cents in Zone I, 46 cents in Zone II, 41 cents in Zone III and 36 cents in Zone IV. In the revised order, Zones III and IV have been combined to form a new Zone III, which now covers all places in the province with less than 10,000 people, and the rates are 51 cents in Zone I, 46 cents in Zone II and 41 cents in Zone III. Thus, workers in the former Zone IV whose minimum was 36 cents an hour now have a minimum of 41 cents. The increase in rates brought about as a result of the re-zoning applies to all rates set in Order 4 as well as to the rates established in Orders 41 and 42. In some cases the rates for Zone IV were formerly the same as for Zone III and are therefore unchanged.

Rates for certain employees were changed in the other zones as well. Office boys and messengers, bell boys, porters and cloak-room attendants who previously had a minimum rate of 22 cents an hour in all zones now must receive 30, 25, and 22 cents, according to zone. Pin-boys and bootblacks must also receive these rates.

Their former rates were 29 cents in Zones I and II and 22 cents in Zones III and IV.

Rates for janitors in apartment houses have been changed and now apply also to janitors in other real estate undertakings, including office buildings. The work of such janitors includes management of the establishment, e.g., the collection of rents. If heated living quarters are provided on the premises, the rates, formerly \$72.60 a month in Zones I and II and \$58.08 in Zones III and IV, are now \$75 in Zones I and II and \$60 in Zone III. Where no lodgings are provided, rates have been increased by 62 cents to \$95 a month in Zones I and II and by 14 cents to \$80 in Zone III. A new category for janitors who are provided with unheated living quarters establishes rates of \$85 in Zones I and II and \$70 in Zone III.

A new category has also been included in the order for caretakers in establishments other than real estate undertakings who continuously supervise their employer's establishment and who are provided with free lodgings on the premises. Their weekly minimum wage rates are \$18, \$16 and \$15 in the three zones.

Certain motor vehicle chauffeurs previously receiving lower rates than drivers of commercial vehicles must now receive the same rates as the latter, 58, 53 and 48 cents an hour. For the former group the rates were 51, 46, 41 and 36 cents in the four zones. Minimum rates are no longer specifically set out for garage mechanics. Their hourly rates have been reduced from 58, 53, 48 and 44 cents to the general rates of 51, 46 and 41 cents which, as before, apply to other garage employees. The regular work week of employees engaged in repair work in garages is now 54 rather than 60 hours.

The regular work week for which minimum rates are set was reduced for several types of workplaces. It was reduced from 54 to 48 hours in the following: establishments manufacturing electrical appliances in Zone III; crushed stone quarries; fox farms; and factories manufacturing felt hats, concrete pipes, rubber goods or organs. In waste material trading establishments the work week was reduced from 60 to 48 hours.

The work week in the following establishments was reduced from 60 to 54 hours: foundries, funeral undertaking establishments and agricultural implement and separator factories in places of under 10,000 population; sawmills in Zones II and III; and wool-carding and spinning estab-

lishments. The regular work week for sash and door factories was increased from 50 to 54 hours.

The revised order does not require the payment of overtime after 12 hours in a day. There is now no provision for the payment of overtime on a daily basis but the order continues to require overtime to be paid for hours in excess of the regular work week and in some cases in excess of the regular working month or half-month.

Other changes which have been noted above were in the ratio of inexperienced workers to experienced workers in an establishment (inexperienced workers may now constitute only 20 per cent of the employees) and in the deductions made by an employer for board and lodging. These have been made the same for all zones.

Orders 41 and 42

In November 1950, sections of General Order 4 that set out the minimum wages for employees of public corporations and for stationary enginemen and firemen were removed and made into separate orders: Order 41, applicable to employees of public corporations, and Order 42, applicable to stationary enginemen and firemen. Requirements for these groups relating to hours of work and overtime, weekly rest, daily guarantee, payment of wages and permissible deductions, records to be kept by employers and certain other matters were still included in Order 4. Such provisions have now been added to Order 41 and Order 42, making them complete, self-contained orders. The arrangement of Orders 41 and 42, as revised, is the same as that of Order 4 and minimum rates are set out for the same three zones.

Municipal and School Corporations

Order 41, which formerly applied to employees of public corporations, now covers employees of municipal and school corporations only. Accordingly, the sections fixing minimum rates for members of vestry boards or corporations of church trustees and other public corporations and for sacristans or sextons employed in a building used for religious worship have been omitted.

The revised order increases the minimum wage for most employees of municipal and school corporations. Employees covered by Order 41 are now divided into three general categories: (a) experienced employees, except those for whom special provision is made; (b) watchmen; (c) office boys, messengers, apprentices and inexperienced

employees. Not more than 20 per cent of the total number of employees of a corporation may be paid at the rate for an inexperienced worker.

The minimum wage generally applicable to experienced employees under this order is 51 cents an hour in Zone I, 46 cents an hour in Zone II and 41 cents an hour in Zone III. For watchmen, the minimum hourly rate is 44, 41 and 35 cents, according to the zone. Office boys, messengers, apprentices and inexperienced employees must receive at least 30, 25 and 22 cents an hour, according to the zone.

The hourly rates noted above are the same as those fixed by Order 4 and apply to all employees of municipal and school corporations working under conditions which make it possible for the employer to verify their hours of work. These include clerks, secretaries, treasurers, secretary-treasurers, accountants, clerical assistants, firemen, policemen, watchmen, carters, chauffeurs, maintenance workers and others.

Those employees governed by Order 41 for whom hourly minimum rates are set must now receive a substantially higher rate than before. Clerks, secretaries and treasurers of corporations and their assistants were formerly classed as office employees and, if they had at least two years' experience, were required to receive 35, 32, 28 and 25 cents an hour in the four zones. They are now subject to the general minimum rate of 51 cents in Zone I, 46 cents in Zone II and 41 cents in Zone III.

Watchmen, for whom the minimum rates were formerly 30, 28, 24 and 20 cents in the four zones, must now receive 44 cents an hour in Zone I, 41 cents in Zone II and 35 cents in Zone III.

Carters, chauffeurs and their helpers are now subject to the general minimum rates of 51, 46 and 41 cents. In the earlier order, special rates established for this group were considerably lower. For firemen and policemen the minimum rates were previously 30, 28, 24 and 20 cents. The general minimum rates now apply to them also.

For employees of a municipal or school corporation whose hours of work are not verifiable a minimum weekly or monthly wage is established which does not depend on the zone or the hours of work. The secretary of a local municipal corporation is entitled to a minimum monthly wage which, as before, varies with the population of the municipality. The minimum ranges from \$18 in a community of 250 persons or less (an increase of \$3) to \$100 in a municipality with 10,000 or more

persons (an increase of \$10). The five minimum rates for communities with a population between 250 and 10,000 have each been increased by \$5.

The secretary of a county municipality must now receive \$40 a month, an increase of \$5.

The minimum monthly wages of secretaries of school corporations vary with the number of property owners in the district. These range from \$12 in an area with 50 or fewer property owners to \$80 in an area with more than 2,000 property owners. In all cases the minimum is from \$2 to \$5 higher than before.

The minima for attendance officers and teachers have not been increased. The minimum wage of an attendance officer also depends on the number of property owners in the district and ranges from \$3 to \$25 a month. Teachers in the employ of a school corporation, regardless of zone, are entitled to receive at least \$60 a month. Corporations are forbidden to make any deduction from a teacher's wages for lodging furnished, even if the wage exceeds the minimum.

As before, teachers who do maintenance work at the school where they teach must receive pay for such work at an hourly rate separately and in addition to their teaching salary, even where the salary is above the minimum. For such maintenance work the general minimum rate of 51 cents an hour in Zone I, 46 cents in Zone II and 41 cents in Zone III must be paid. These rates represent an increase, since the previous minima were 30, 28, 24 and 20 cents in the four zones.

As in Order 4, it is provided that caretakers who are given free lodgings on the premises must be paid a weekly minimum wage of \$18 in Zone I, \$16 in Zone II and \$15 in Zone III.

The period of work of employees governed by Order 41 is the week. However, it may be a "regular working month" for employees paid by the month or a "regular working half-month" for employees paid by the half-month. In such cases, as for hotels under Order 4, overtime must be paid for hours worked beyond the month or half-month.

For most employees of municipal and school corporations the regular work week is 54 hours, after which overtime becomes payable. The provisions for overtime pay are similar to those prescribed in Order 4.

As before, the regular work week of chauffeurs and their helpers is 60 hours and of firemen and policemen 72 hours, after which the overtime rate must be paid. In Zones I and II the working hours of fire-

men and policemen may average 72 hours a week over a consecutive two-week period but may not exceed 144 hours in two weeks except in case of extreme urgency. Firemen and policemen employed by corporations in Zones I and II must, as before, receive at least \$1 an hour for any time worked beyond 144 hours in a two-week period. This overtime pay must be granted even if their regular wages exceed the required minimum. This provision does not apply to fire chiefs, chiefs of police and their assistants.

Employees occupied at snow clearing, those operating power-shovels, bulldozers and similar vehicles, caretakers, employees whose hours of work are unverifiable, attendance officers and teachers have no regular work week.

Order 41 contains the same provisions as Order 4 with respect to the three-hour minimum and weekly rest but makes no provision for annual holidays, since employees of municipal and school corporations are excluded from holidays legislation.

Stationary Enginemen and Firemen

The main change in the revised order governing stationary enginemen and firemen, No. 42, is that it no longer applies to certain types of enginemen, namely, butter or cheese factory stationary enginemen, sawmill stationary enginemen, portable enginemen, Diesel engine operators and their helpers.

As before, employees under the order are classified as first, second or third-class chief enginemen; second, third or fourth-class enginemen; and firemen. Stationary enginemen must hold the certificate required for their work by the Stationary Enginemen Act. The new order provides that enginemen are classified according to the kind and class of installation which they direct or supervise and to the nature of the work referred to in the Act and regulations.

Minimum rates for those under the order remain the same except that stationary enginemen and firemen in centres with fewer than 2,000 persons must now receive

the same minimum as those in centres having a population between 2,000 and 10,000.

Weekly minimum wage rates for chief enginemen are \$51 in all zones for first-class chief enginemen; \$42 in Zone I, \$40 in Zone II and \$38 in Zone III for second-class chief enginemen; and \$36, \$34 and \$32 for third-class chief enginemen. These rates are the same as they were previously for Zones I, II and III. The former Zone IV rates have been eliminated and chief enginemen in the area formerly included in Zone IV must now receive the rate for Zone III. This represents an increase of \$2 in the minimum rate for second and third-class chief enginemen.

A similar adjustment was made in the minimum rates for class enginemen, for whom the following hourly rates are set: 66, 63 and 60 cents for second-class enginemen; 55, 53 and 50 cents for third-class; and 50, 48 and 45 cents for fourth-class enginemen. For these classes the inclusion of Zone IV in Zone III means an increase of 5 cents an hour for second-class and fourth-class enginemen.

Firemen's hourly minimum wage rates are 40, 38 and 35 cents. For firemen in small centres the increase is five cents an hour.

The regular work week continues to be 60 hours for firemen and class enginemen and time worked in excess of 60 hours in a week must be considered as overtime and paid for at time and one-half the regular rate. This applies to employees paid on an hourly wage basis and not governed by a collective agreement.

As previously, no regular work week is set for chief enginemen.

The special provision that an employee must be paid as a stationary enginemen or fireman for any time during which he works as such, even if he is at the same time occupied at work not governed by Order 42, continues in effect.

Employees covered by Order 42 must, if called to work, be paid for three hours' work at their minimum rate. They must be allowed a weekly rest of 24 hours or two periods of 18 consecutive hours. They are entitled to annual holidays with pay under Order 3.

The United States National Labor Relations Board has ruled that a union certified as the exclusive bargaining agent of employees can not charge non-members a fee for processing their grievances. The union in 1952 began charging \$15 for handling an ordinary grievance and \$400 to take a grievance through formal arbitration. The ruling was made in a case involving Local 1, Independent Metal Workers Union, at the Hughes Tool Company, Houston, Texas.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for March, 1953, show claims for benefit rose by 8,000.

Decreases in six provinces outweighed by increases in the other four

The total of initial and renewal claims for unemployment insurance benefit filed in local offices across Canada in March rose by 8,000. Although decreases occurred in six provinces, they were offset by increases in the other four provinces. The major increase (12,530) was in Quebec, with smaller increases in Alberta (1,037), New Brunswick (889) and Nova Scotia (703).

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that a total of 179,714 initial and renewal claims for benefit was filed during the month, compared with 171,658 in February and 154,356 in March, 1952.

There was a slight decline in the volume of recorded unemployment, as measured by a count of ordinary claimants signing the live unemployment register on the last working day of the month. On March 31, ordinary claimants numbered 294,497 (255,256 males and 39,241 females), compared with 308,757 (264,964 males and 43,793 females) on February 28 and 275,018 (224,944 males and 50,074 females) on March 31, 1952. The remaining claimants for whom unemployment registers were included in the live file on March 31 were: 16,012 short-time; 2,759 temporary lay-off; and 65,613 supplementary benefit.

Adjudications of initial and renewal claims during March numbered 176,499, of which 110,514 granted entitlement to benefit; 51,773 initial claims were disallowed because of insufficiency of contributions. Disqualifications were imposed in 22,894 cases (including 6,696 on revised and 1,986 on supplementary benefit claims). The chief reasons for disqualification were: voluntarily left employment without just cause, 7,108 cases; not unemployed, 6,734 cases; and not capable of and not available for work, 2,224 cases.

Claimants who came on benefit during the month totalled 114,683, compared with 121,507 during February and 90,354 during March 1952.

*See Tables E-1 to E-7.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During March, \$20,796,825 was paid in compensation for 6,613,705 days of proven unemployment, in comparison with \$18,505,590 and 5,918,651 days in February and \$14,932,190 and 5,537,221 days during March 1952.

The average daily rate of benefit for the week March 28-April 3 was \$3.15, compared with \$3.14 for the week February 28-March 6, and \$2.71 for the week March 29-April 4, 1952.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March 1953 show that insurance books have been issued to 4,527,968 employees who have made contributions to the unemployment insurance fund at one time or another since April 1, 1952.

Employers registered at March 31 numbered 248,551, an increase of 550 since February 28, 1953.

Supplementary Benefit

A total of 51,754 claimants who failed to satisfy the contribution requirements had their claims considered for supplementary benefit during the month. In addition, 1,750 renewal supplementary benefit claims were filed. Of the 39,211 initial claimants who became eligible for supplementary benefit, 32,412 or 83 per cent qualified under Class 1—persons for whom a benefit year had terminated since March 31, 1952. A total of \$3,203,621 was paid during the month. During the week March 28-April 3, supplementary benefit payments numbered 53,854.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 912, February 19, 1953

Held: *That the claimant, who had no knowledge of the English language and who restricted her employment to stenography in an area where opportunities for that type of work are limited to those speaking English or those who are bilingual, had not proved that she was available for work within the meaning of the Act.*

Material Facts of Case.—The claimant, married, 29 years of age, filed an initial application for benefit on October 3, 1952, at the Commission's Office in "A", a city in southern Ontario, and stated that she had worked as a stenographer in "B", a city in Quebec, from 1945 to August 30, 1952, when she lost her employment because her employer had found another person to take her place at a lower salary. She also stated that inasmuch as she did not speak or write English she would take work as a French stenographer only. Her salary at the time of separation was \$27 a week.

The insurance officer disqualified her from the receipt of benefit for an indefinite period on the ground that she was not available for work within the meaning of Section 27(1)(b) of the Act. The insurance officer explained that his decision was not based on the claimant's lack of knowledge of the English language but on the fact that she had restricted her employment to stenography in an area where opportunities for that type of work are limited to those speaking English or those who are bilingual.

In her appeal to a court of referees she stated that when she was replaced by another stenographer in "B", she got married and took up residence with her husband in "A", where he had a job, and that as both the English and French languages are spoken in Canada it was reasonable for her to expect that she could find employment as a French stenographer in "A". In appearing before the court, the claimant explained through her interpreter that for the past ten years she had worked solely as a stenographer and had never been engaged in any other occupation, that in striving to learn the English language so as to fit herself for work in "A" she and her husband were staying with an English

family with whom she converses in that language at every opportunity and also that she was planning to attend school with a view to becoming better acquainted with the language. After taking into consideration that the French language is an official one of this country, that the Unemployment Insurance Act is intended as a national coverage for all persons coming under it, that the claimant had not separated from her last employment of her own volition and that finally she had been immediately disqualified upon filing her claim for benefit, the court unanimously allowed her appeal.

The insurance officer appealed to the Umpire.

Conclusions.—I agree with the insurance officer that the court of referees has based its decision on "considerations which have no relationship with the case" and that it erred in finding that the claimant has proved that she was available for work within the meaning of the Act.

As explained by the insurance officer in the first instance, the claimant was disqualified from the receipt of benefit not because of her inability to speak English but owing to her self-imposed restricted availability to a kind of employment which does not exist in the area. Her case would have been decided otherwise had she shown good faith and registered for employment of a kind which, under the circumstances, could reasonably be expected to be found for her.

It goes without saying that an insured person who is unemployed must conform to the exigencies of the "labour market" and to contend that the reverse is equally true leads to absurdity.

The principle involved is the same as in the case of claimants who live in a remote area and who refuse to take employment elsewhere or in the case of those who for domestic or other reasons restrict their availability to hours which are inconsistent with those of the "labour market".

As I have stated in many previous decisions:—

Availability to work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's

prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

I might add that one must not lose sight of the fact that the aim of the Unemployment Insurance Act is to financially assist claimants who are sincerely willing to work but who are in the unhappy position of being unable to find employment.

For those reasons, the decision of the court of referees, which is against the intent of the Act, must be reversed and the appeal is allowed.

The disqualification from the receipt of benefit imposed by the insurance officer in the first instance is reinstated as from the date that this decision is communicated to the claimant.

Decision CU-B 913, February 19, 1953

Held: *That a claimant who was employed two days a week should have applied for the full-time job which was notified to her regardless of the fact that the weekly wage would have amounted to less than that which she received in respect of her two days' work and unemployment insurance benefit.*

Material Facts of Case.—The claimant, married, 23 years of age, filed an initial application for benefit on February 4, 1952, and stated that she had been employed as a cashier in a chain store at a salary of \$35 a week from July 9, 1951, to January 19, 1952, when she was dismissed because of an error in her cash. She stated that since then the employer had rehired her to work on Fridays and Saturdays. The claim was allowed.

On October 20, 1952, the local office notified the claimant of employment as a helper in a paper manufacturing concern at the prevailing rate of pay in the district for that type of work, viz, 55 cents an hour. The hours of work were from 7:00 a.m. to 4:00 p.m., five days a week. She failed to apply for the employment chiefly because of the low wages offered. The local office commented that the job did not call for experience, that there were chances of advancement, and that the possibility of her being taken on full-time at the chain store was uncertain.

The insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks because, in his opinion, she had, without good cause, failed to apply for a situation in suitable employment (Section 40(1)(a) of the Act).

In her appeal to a court of referees she stated that had she accepted the employ-

ment she would have lost any chance which she might have had of being reinstated to full-time employment at the chain store, where she was paid \$16 for two days' work; that in addition to the said amount she received unemployment insurance benefit amounting to \$10, which made a total of \$26 a week as against the \$22 a week which she would have received for five days' work had she accepted the employment offered.

The court of referees, after having heard the claimant, unanimously reversed the decision of the insurance officer, basing its decision on substantially the same grounds as those stated in her appeal.

The insurance officer appealed to the Umpire.

Conclusions.—It is easy to conceive that the claimant would have preferred to continue working two days a week and draw \$26, which included \$10 in benefits, rather than take full-time employment which would have given her only \$22 a week.

However, I entirely agree with the insurance officer that she "must not expect that the Unemployment Insurance Commission is obliged to pay here benefit indefinitely for the four unemployed days of the week". Either she is genuinely seeking full-time employment, in which case she must accept any suitable employment notified to her by the local office, or, as the case would seem to be, she does not want to take employment except on her own conditions and therefore she should not be considered as being available for work within the meaning of the Act.

It is true that the salary offered could not be compared with that which she received when she was working full-time or, proportionately, with that which she earns at the present time but it was in accordance with the prevailing rate in the district. The work would have been easy to perform and, if we do not lose sight of the fact that she had been unemployed four days a week during a period of nine months, it must be concluded that she has, without good cause, failed to apply for a situation in suitable employment.

To maintain the decision of the court of referees would be to sanction a principle which is against the intent of the Act as well as being unfair to the workers who fully contribute to the Unemployment Insurance Fund.

The appeal is allowed and the disqualification from benefit, originally imposed on the claimant by the insurance officer, is reinstated as from the date that this decision is communicated to her.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 136 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 91 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of April are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 54,126.00
Defence Construction (1951) Ltd.	1	11,000.00
Defence Production (March report).....	192	1,173,643.00
Post Office	9	117,222.63
Public Works	3	25,944.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wages Schedules Awarded—April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Raymond Alta: Mannix Ltd, construction of north dam, Milk River Ridge Reservoir. *Vauxhall Alta:* Square M Construction & Equipment Co Ltd, enlarging existing canal, relocating & constructing new canal, Bow River project.

Central Mortgage and Housing Corporation

Greenwood N S: L G Rawding Construction Ltd, landscaping. *Halifax (Gorsebrook) N S:* Eastern Landscape Co, *landscaping. *Halifax N S:* Pelton & Co, *exterior painting. *Tuft's Cove N S:* Nova Scotia Light & Power Co Ltd, *installation of underground electrical distribution system. *Fredericton N B:* V J Savoy, exterior painting. *Saint John N B:* M H Downs, exterior painting. *Ajax Ont:* A Stroud Ltd, installation of equipment, central heating plant. *Aylmer Ont:* Charles D Hay, landscaping. *Belleville Ont:* J W Havelin, exterior painting. *Brantford Ont:* Franks Contracting Co, *exterior painting. *Galt Ont:* John St Clair, *exterior painting. *Guelph Ont:* John St Clair, *exterior painting. *Hamilton Ont:* Howard A Cope, extension to driveways. *Hespeler Ont:* R H Clark, *exterior painting. *London Ont:* Franks Contracting Co, *exterior painting; Terminal Con-

struction Co Ltd, landscaping. *Port Arthur Ont:* J H Turcotte, exterior painting. *Sarnia Ont:* S Gillespie, exterior painting. *Trenton Ont:* Hill-Clark-Francis Ltd, repairs to houses. *Uplands Ont:* Swansea Construction Co Ltd, construction of storm sewer & drainage systems. *Windsor Ont:* Earl Pulleybank, landscaping; National Painting & Decorating Co, exterior painting. *Regina Sask:* Yarnton Decorating Ltd, exterior painting. *Saskatoon Sask:* Shoquist Construction Ltd, construction of houses. *Swift Current Sask:* P Neufeld, exterior painting. *Yorkton Sask:* MacLeods Ltd, exterior painting. *Calgary Alta:* G G Taylor, exterior painting; W Segalet & Co Ltd, exterior painting; Yarnton Decorating Ltd, exterior painting. *Namoo Alta:* P Janiten, landscaping. *Red Deer Alta:* William Segalet & Co Ltd, exterior painting.

Defence Construction (1951) Limited

Dartmouth N S: Annapolis Valley Construction Ltd, construction of receiving & shipping store, RCN Armament Depot. *Halifax N S:* Kenney Construction Co Ltd, construction of maritime warfare school. *Bagotville P Q:* R E Stewart Construction Co, construction of gun testing stop butt; Georges Proulx Engineering, construction of power plant bldg. *Valcartier P Q:* Thiro Construction Ltd, installation of electrical distribution system. *Camp Borden Ont:* K J Beamish Construction Co Ltd, rehabilitation of roads. *Long Branch Ont:* Bennett-Pratt Ltd, construction of inflammable stores bldg. *Point Petre Ont:* H J McFarland Construction Ltd, construction of pre-flight test bldg. *Trenton Ont:* Robertson Constructing & Engineering Co Ltd, construction of ME

& refuelling tender garage. *Uplands Ont:* R A Blyth, construction of roadways & grading. *Portage la Prairie Man:* Harris Construction Co Ltd, construction of inner & outer LF/MF beacon bldgs. *Winnipeg Man:* Malcom Construction Co Ltd, construction of central heating plant. *Namoo Alta:* Burns & Dutton Concrete & Construction Co Ltd, installation of underground steam distribution system; Marwell Construction Co Ltd, construction of concrete hangar aprons & drainage. *Penhold Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of drill & recreational hall. *Esquimalt B C:* Ricketts-Sewell Electric Ltd, installation of electrical system, HMC dockyard. *Victoria B C:* Parfitt Construction Co Ltd, renovation of Begg Bldg.

Building and Maintenance

Rockcliffe Ont: Shore & Horwitz Construction Co Ltd, conversion of bldgs to warehouse & office accommodation. *Comox B C:* Hodgson Clarke Building Stores Ltd, installation of tile floors in bldgs. *Sea Island B C:* C J Oliver Ltd, permanent subfloor replacement in bldgs.

National Harbours Board

Montreal Harbour P Q: Charles Duranceau Ltd, additional paving of Vulcan Wharf, section 71.

Department of Public Works

Twillingate Nfld: J R Grieve Co Ltd, construction of RCMP detachment bldg. *Belleville N S*: Vincent M Babine *loading & securing pontoons, dredge "PWD No 21". *Cheboque (Town Point) N S*: The Atlantic Bridge Co Ltd, wharf extension. *East Ferry N S*: Alfred Thimot & Medard Comeau, breakwater reconstruction. *Lockeport N S*: MacDonald Bros, erection of public bldg. *North West Cove (Tanook) N S*: T C Gorman (Nova Scotia), breakwater repairs. *Tangier N S*: Cameron Contracting Ltd, wharf repairs. *Yarmouth N S*: I G Trask & L W Shaw, construction of ferry terminal. *Fort Dufferin N B*: George C Chittick, repairs to breastworks. *Little Cape N B*: Modern Construction Ltd, breakwater extension. *Millbank (Lyon's Cove) N B*: Dominion Construction Co Ltd, construction of wharf. *Point Sapin N B*: Yvon Leger, *dredging. *Levis P Q*: L P Gagnon, construction of office & residence bldg. *Warwick P Q*: A Fortin Construction Ltee, construction of public bldg. *Eastview Ont*: George A Crain & Sons Ltd, alterations to Kelly Bldg. *Oakville Ont*: McNamara Construction Co Ltd, *dredging. *Ottawa Ont*: A Lanctot Construction Co, alterations to No 5 Temporary Bldg; J. A. Cronier Co Ltd & Dennis G Newton,

demolition of Aylmer Bldg & annex; Ontario Building Cleaning Co, cleaning of interior & parts of exterior of bldg, Bureau of Statistics, Tunney's Pasture; Trudel & McAdam Ltd, new mezzanine floor, Printing Bureau. *Rockcliffe Ont*: M J Sulphur & Sons Ltd, alterations & additions, "N" Division Mess, RCMP. *Winnipeg Man*: Taylor Painting & Decorating Co Ltd, interior painting & decorating. *Saskatoon Sask*: Piggott Construction Co, alterations & additions—London Bldg. *Calgary Alta*: Wilkinson Electric Co Ltd, electric lighting improvements, Traders Bldg. *Waterways Alta*: Standard Iron & Engineering Works Ltd, *addition of sections in hull, dredge "PWD No 250". *Delkatta Slough (Massett) B C*: A T Holland, G Bell & V S Williams, *dredging. *North Thompson River B C*: Photographic Surveys (Western) Ltd, *bathymetric survey of Fraser River Basin. *Queen Charlotte City B C*: Horie-Latimer Construction Co Ltd, construction of landing. *Quesnel B C*: Narod Construction Ltd, construction of public bldg. *Tilbury Island, Fraser River B C*: Gilley Bros Ltd, improvements (rock protection). *Tofino B C*: West Coast Ventures Ltd, wharf reconstruction. *Vancouver (Marpoles) B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf reconstruction.

Department of Transport

La Macaza P Q: Conrad Forget, construction of equipment garage & staff dwellings. *La Tuque P Q*: Daris & Leclerc, construction of equipment bldg & staff dwellings. *Sudbury Ont*: Angus & Taylor

Ltd, installation of field lighting at airport. *MacDonald Man*: A D Ross & Co Ltd, installation of field lighting at airport. *Hope B C*: Highway Construction Co Ltd, construction of radio beacon station.

Collective Agreements

(Continued from page 886)

Building Trades, Sherbrooke

An Order in Council dated March 26 and gazetted April 4, amends the previous Orders in Council for this industry (L.G., Nov. 1951, p. 1539; June 1952, p. 781, Oct., p. 1362, and previous issues) by the addition of "The Corporation of Master Electricians of the Province of Quebec, Sherbrooke Branch", to the list of contracting parties.

Building Trades, St. Jérôme

An Order in Council dated March 26 and gazetted April 4, amends the previous

Orders in Council for this industry (Nov. 1950, p. 1905; Jan. 1951, p. 64, Nov., p. 1539, Jan. 1952, p. 56, April, p. 453, June, p. 782, and previous issues), as well as another Order in Council published in the *Quebec Official Gazette*, August 2, 1952, by the addition of "The Corporation of Master Electricians of the Province of Quebec, Laurentide Branch", to the list of contracting parties.

Prices and the Cost of Living*

Consumer Price Index, May 1, 1953

Registering its sixth successive fractional drop, the Dominion Bureau of Statistics consumer price index declined from 114·6 at April 1 to 114·4 at May 1. Over the past 16 months, the index has dropped from a peak of 118·2 reached in January 1952.

Between April 1 and May 1 the food index declined from 110·9 to 110·1 as lower prices for butter, potatoes, tomatoes, onions, beef and veal outweighed increases for coffee, eggs, grapefruit, lettuce and fresh and cured pork. These price changes occurred in combination with normal seasonal changes in the consumption of fruits, vegetables, meats, fats and eggs.

The clothing series increased from 109·7 to 110·1. The household operations index, however, declined from 116·9 to 116·6, largely as a result of a seasonal drop in the prices of coal in Ontario and Quebec.

Among other commodities and services, advances for theatres and barbers proved more important than a decline for gasoline and the index moved up from 115·0 to 115·1.

The shelter component advanced slightly from 122·7 to 122·9 as a result of small increases in both rent and home ownership.

The index one year earlier (May 1, 1952) was 115·9; group indexes were: food 115·5, shelter 119·6, clothing 112·3, household operation 116·2, other commodities and services 115·6.

Cost-of-Living Index, May 1, 1953

The cost-of-living index (1935-39=100) also dropped during April, declining from 183·9 at April 1 to 183·6 at May 1. At May 1, 1952, it stood at 186·7.

Group indexes at May 1 (April 1 figures in parentheses) were: food 222·8 (223·5), rent 151·0 (150·9), fuel and light 153·2 (155·5), clothing 206·3 (205·3), home furnishings and services 196·2 (196·8), miscellaneous 149·0 (148·7).

Group indexes one year earlier (May 1, 1952) were: food 235·3, rent 146·3, fuel and light 150·6, clothing 210·1, home furnishings and services 198·2, miscellaneous 147·4.

City Cost-of-Living Indexes, April 1, 1953

Cost-of-living indexes registered small advances in six of the nine regional cities

between March 2 and April 1. Indexes for Halifax, Montreal and Toronto declined slightly.

Food indexes were lower at all centres except Winnipeg as decreases for butter, potatoes and most fresh meats offset a general increase in eggs.

Among other groups, index movements were generally unchanged to higher. Few changes occurred in clothing, while scattered increases in furniture prices were reported in five cities. Rent indexes were higher in six cities while fuel and light indexes advanced in four centres, with no decreases being reported. In the miscellaneous items group, advances were general for doctors' and dentists' fees, automobile mechanics' wage rates, and magazine subscriptions.

Composite city cost-of-living index point changes between March 2 and April 1 were: Winnipeg +0·3 to 176·9; St. John's +0·2 to 101·5; Saint John +0·1 to 180·5; Saskatoon +0·1 to 182·5; Edmonton +0·1 to 176·4; Vancouver +0·1 to 187·2; Montreal -1·6 to 188·2; Halifax -0·3 to 173·3; and Toronto -0·2 to 181·0.

Wholesale Prices, April 1953

Wholesale prices in April continued the indeterminate trend that has characterized prices over the past several months, according to the Dominion Bureau of Statistics report. Between March and April the composite index declined from 221·9 to 219·6, a loss of one per cent.

This is the lowest point reached by the index since August 1950. The postwar peak of 243·7 was touched in July 1951. In April last year the index stood at 226·8.

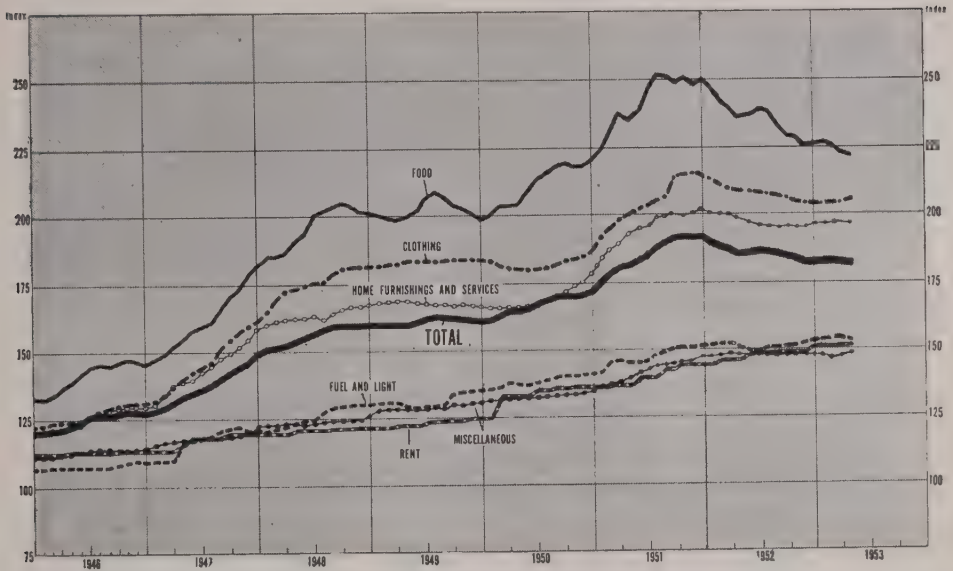
Six of the eight major groups moved down between March and April, one remained unchanged and one moved higher. The largest percentage change was registered by non-ferrous metals, which dropped 2·3 per cent from 174·7 to 170·7 as a result of declines in all major base metals, including tin, lead, zinc and copper.

A drop in the vegetable products index from 201·5 to 197·3 reflected lower prices for grains, vegetable oils, sugar, coffee, raw rubber, potatoes and canned vegetables. These outweighed advances in imported fresh fruits, cocoa beans and bread at certain centres.

Lower quotations for most raw and processed farm products, including livestock, fresh meats, butter, hides and skins, and leather, as well as losses in fishery products, overbalanced strength in eggs, fowl, lard,

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY 1946



prepared meats and furs to move the animal products index down 1·8 per cent from 238·7 to 234·4.

The non-metallic minerals and their products index receded from 175·2 to 174·4 when declines in imported coal, crushed stone and sand and gravel outweighed increases in crude petroleum and its products.

Wood, wood products and paper moved down from 290·9 to 289·9 because of decreases in newsprint, woodpulp, eastern hemlock, fir timber and cedar shingles.

A decline in chemicals and allied products from 176·5 to 176·2 reflected decreases for sodium cyanide and a number of paint materials. Iron and its products advanced from 221·4 to 221·5 as a result of a change in wire quotations. Fibres, textiles and textile products remained unchanged at 241·6 as lower prices for certain cotton fabrics, raw cotton and jute bags balanced a firmer tone in wool and woollen products.

Canadian farm product prices at terminal markets registered a substantial decline in April after several months of moderate declines. Between March and April the composite index dropped from 220·8 to 214·5, the lowest level touched since December 1947. Animal products recorded the sharpest change; an index drop from 264·3 to 256·0 reflected price decreases in livestock, butterfat and eastern milk for cheese manufacture. Eggs and fowl prices moved higher in this section. Lower quotations for grain and potatoes were responsible for a change in field products from 177·3 to 173·0.

Residential building material prices continued to advance in April. The composite index moved up fractionally from 283·4 to 283·6. Advances were noted for warm air furnaces and smoke pipes, lesser increases in sand and gravel. The latter outweighed decreases for softwood lumber and shellac.

The United States consumer price index rose 0·1 per cent between mid-March and mid-April to 113·7, the United States Bureau of Labor Statistics reports. The index stands 0·7 per cent above the level a year earlier and 11·7 per cent above that at the start of the Korean War. This is the second successive monthly rise after three declines in a row.

Strikes and Lockouts

Canada, April, 1953*

Time lost in industrial disputes resulting in work stoppages in April 1953, was little changed from the low figures of the previous three months. About half the idleness in April was caused by three stoppages: clothing and hosiery factory workers at Montreal, Que.; grain elevator workers at New Westminster and Vancouver, B.C.; and flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.

Wages and related questions were the central issues in 15 stoppages in April 1953, causing more than 90 per cent of the total loss. Of the other disputes, three arose over causes affecting working conditions and three over dismissals of workers.

Preliminary figures for April 1953, show 21 strikes and lockouts in existence, involving 3,562 workers, with a time loss of 29,120 man-working days, compared with 21 strikes and lockouts in March 1953, with 5,450 workers involved and a loss of 33,018 days. In April 1952, there were 37 strikes and lockouts, with 12,121 workers involved and a loss of 178,713 days.

For the first four months of 1953 preliminary figures show 52 strikes and lockouts, involving 11,898 workers, with a

time loss of 116,965 days. In the same period in 1952 there were 63 strikes and lockouts, with 29,063 workers involved and a loss of 362,733 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April 1953, was 0.03 per cent of the estimated working time; 0.04 per cent in March 1953; 0.21 per cent in April 1952; 0.04 per cent for the first four months of 1953; and 0.11 per cent for the first four months in 1952.

Of the 21 stoppages in existence in April 1953, two were settled in favour of the employers, one was a compromise settlement and five were indefinite in result, work being resumed pending final settlement. At the end of the month 13 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

The latest information on strikes and lockouts in various countries is given in the *LABOUR GAZETTE* as it becomes available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February 1953, was 165; 11 were still in progress from the previous month, making a total of 176 during the month. In all stoppages of work in progress, 36,300 workers were involved and a time loss of 152,000 working days caused.

*See Tables G1 and G2 at end of book.

Of the 165 disputes leading to stoppages of work which began in February, 10, directly involving 1,300 workers, arose over demands for advances in wages, and 59, directly involving 9,400 workers, over other wage questions; seven, directly involving 1,400 workers, over questions as to working hours; 18, directly involving 2,300 workers, over questions respecting the employment of particular classes or persons; 64, directly involving 3,400 workers, over other questions respecting working arrangements; five, directly involving 3,200 workers, over questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

Australia

During the third quarter of 1952, there were 493 industrial disputes resulting in work stoppages directly involving 99,865

workers. The time loss was 225,272 man-working days for all workers directly and indirectly involved.

New Zealand

For the year 1952, there were 50 strikes involving 16,297 workers, directly and indirectly, with a time loss of 28,123 man-days. Figures for the fourth quarter of 1952 show 13 strikes with 3,933 workers directly and indirectly involved and a time loss of 16,805 man-days.

United States

Preliminary figures for March 1953, show 450 work stoppages resulting from labour-management disputes beginning in the month in which 180,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,100,000 man-days. Corresponding figures for February 1953, are 350 work stoppages involving 120,000 workers and a time loss of 1,000,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 58.

Accident Prevention

1. Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris. *Manutentions Portuaires; Sécurité chez les Dockers*. Paris, 1952. Pp. 62.

2. Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris. *Les Meules*. Paris, 1952. 1 folder.

3. Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris. *La Prévention des Accidents Dus aux Transmissions*. Paris, 1952. Pp. 94.

4. Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris. *La protection dans le Travail à la Scie Circulaire*. Paris, 1952. Pp. 95.

5. Institut National de Sécurité pour la Prévention des Accidents du Travail et des Maladies Professionnelles, Paris.

La Sécurité à l'Usine; Principes Elementaires d'Hygiène et de Sécurité du Travail 1st ed. Paris, 1952. Pp. 63.

6. Iowa. University. Bureau of Labor and Management. *Effective Safety Programs*. Iowa City, 1953. Pp. 40.

7. Royal Society for the Prevention of Accidents, London. *A Guide to the Principle Safety Requirements of the Factories Acts, 1937 and 1948*. 2nd ed., rev. London, 1951. Pp. 90.

Accidents

8. Illinois. Department of Labor. Division of Statistics and Research. *Annual Report on Industrial Accidents, 1951. Part 2: Compensation Cases closed during 1951 by the Illinois Industrial Commission under the Workmen's Compensation and Occupational Diseases Acts*. Springfield, 1952. 1 Volume.

9. U.S. Bureau of Labor Statistics. *Injuries and Accident Causes in Carpentry Operations. A Detailed Analysis of Accidents experienced by Carpenters during 1948 and 1949*. Washington, G.P.O., 1953. Pp. 58.

Apprenticeship

10. Allis-Chalmers Manufacturing Company. *There's Work to be done; Apprentice-Training Program at the West Allis Works of Allis-Chalmers Mfg. Co.* Milwaukee, c1946. Pp. 20.

11. U.S. Bureau of Apprenticeship. *Joint Apprenticeship Committees: Key to Successful Apprenticeship in the Construc-*

tion Industry; *A Guide to Joint Management Apprenticeship Committees*. Washington, G.P.O., 1952. Pp. 18.

Children—Employment

12. **U.S. Bureau of Labor Standards.** *The Boy behind the Pins; A Report on Pinsetters in the Bowling Alleys*. Washington, 1953. 1 Volume.

13. **U.S. Children's Bureau.** *State Laws and Local Ordinances regulating the Street Work of Children; A Tabular Summary of Regulations in Effect in the United States*, by Ella Arvilla Merritt. Washington, G.P.O., 1929. Pp. 29.

Civil Rights

14. **United Nations. Secretariat. Department of Social Affairs.** *The Impact of the Universal Declaration of Human Rights*. New York, 1951. Pp. 41.

15. **United Nations. Secretariat. Department of Social Affairs.** *Yearbook on Human Rights for 1950*. New York, 1952. Pp. 596.

Collective Bargaining

16. **California. University. Institute of Industrial Relations.** *Mature Collective Bargaining: Prospects and Problems. Proceedings of a Series of Public Lectures in Berkeley and Los Angeles*. Edited by Anna P. Cook. Presented by Institute of Industrial Relations in cooperation with the Committee on Drama, Lectures, and Music, University of California. Berkeley, 1952. Pp. 88.

17. **Francq, Marcel E.** *Collective Bargaining Provisions*. Montreal, Published in English by the Thomas More Institute, 1952? Pp. 147.

Economic Conditions

18. **India. Planning Commission.** *The First Five Year Plan; a Summary*. New Delhi, 1952. Pp. 149.

19. **United Nations. Economic and Social Council. Economic Commission for Asia and the Far East.** *Economic Survey of Asia and the Far East, 1951*. Prepared by the Secretariat of the Economic Commission for Asia and the Far East. New York. [United Nations. Secretariat.] Department of Economic Affairs, 1952. Pp. 400.

20. **United Nations. Secretariat. Department of Economic Affairs.** *Governmental Policies concerning Unemployment, Inflation and Balance of Payments, 1951-52: Analysis of Replies by Governments to a United Nations Questionnaire*. New York, 1952. Pp. 135.

21. **United Nations. Secretariat. Department of Economic Affairs.** *Instability in Export Markets of Under-Developed Countries in Relation to Their Ability to obtain Foreign Exchange from Exports of Primary Commodities, 1901 to 1950*. New York, 1952. Pp. 94.

Employment Management

22. **Australia. Department of Labour and National Service. Industrial Welfare Division.** *Labour Turnover; a Report on Current Research*. Canberra, 1952. Pp. 18.

23. **Canada. Department of Labour. Economics and Research Branch.** *Plant Training Programs in Selected Manufacturing Industries*. Ottawa, 1952. Pp. 42.

24. **Ellisworth, John S.** *Factory Folkways; A Study of Institutional Structure and Change*. New Haven, Yale University Press, 1952. Pp. 284.

25. **International Labour Office.** *Holidays with Pay*. Fourth item on the Agenda. Geneva, 1952-1953. 2 Volumes. At head of title: Report 4 (1)-(2) International Labour Conference. Thirty-Sixth Session, 1953.

26. **Maier, Norman Raymond Frederick.** *Multiple Role Playing: training Large Groups of Supervisors and its Potential Use in Social Research*, by Norman R. F. Maier and Lester F. Zerfoss (In Human Relations. V. 5, No. 2. Pp. 177-186.)

27. **National Industrial Conference Board.** *Employee Induction*, by William W. Mussmann, New York, c1953. Pp. 48.

Foremanship

28. **Bureau of National Affairs, Washington, D.C.** *Fringe Benefits for Supervisors*. Washington, 1953. Pp. 14.

29. **Bureau of National Affairs, Washington, D.C.** *How to improve Job Methods*. Washington, 1952. Pp. 12.

30. **Bureau of National Affairs, Washington, D.C.** *How to use the Grapevine*. Washington, 1953. Pp. 12.

31. **Canadian Council of Foremen's Clubs.** *Supervisory Digest. Transactions of the Annual Convention as presented in the Sessions of the Convention in Montreal, 1950*. Toronto, 1950. Pp. 74. Contents.—The foremen's role in the administration of collective bargaining agreements, by Herbert F. Irwin.—The need for greater productivity and how to obtain it, by H. S. Ireland.—Boss to boss on the job, by Ralph L. Lee.—Canada's industrial horizons, by C. D. Howe.—Selling the safety factor, by Rene Perrault.

Human Relations

32. **Human Relations in Industry Conference, London, 1952.** *Report of the Human Relations in Industry Conference held at the Institution of Civil Engineers, London, March 18-20, 1952.* London, H.M.S.O., 1952. Pp. 128.

33. **Silver Bay Conference on Human Relations in Industry.** *Current Progress in Human Relations in Industry. Proceedings of the Thirty-Fourth ... Conference July 16 to 19, 1952.* New York, 1952. Pp. 109.

Industrial Disputes—Railroad Workers, 1952

34. **Canada. Board of Conciliation and Investigation in the matter of the Industrial Relations and Disputes Investigation Act and of a Dispute between Canadian National Railways et al (Employers) and the Order of Railroad Telegraphers et al (Bargaining Agents).** *Report.* Ottawa, Canada. Department of Labour, 1952. Pp. 45, 29.

Industrial Relations

35. **American Management Association.** *Management Development in Action: Case Studies in developing and compensating the Management Man.* New York, 1952. Pp. 64.

36. **American Management Association.** *Practical Problems of Employee Relations.* New York, 1952. Pp. 43.

37. **American Management Association.** *Spotlighting the Labor-Management Scene.* New York, 1952. Pp. 43.

38. **Iowa. University. Bureau of Labor and Management.** *The Changing Pattern of Labor-Management Relations and the Impact of Labor-Management Relations on the Town and City.* Iowa City, 1953. Pp. 23.

Labour Films

39. **American Federation of Labor.** *Films for Labor.* Washington, c1951, 1952. Pp. 29.

40. **Congress of Industrial Organizations. Department of Education and Research.** *The CIO presents Films for Labor, and How to use Them.* 4th ed. Washington, 1952. Pp. 44.

Labour Laws and Legislation

41. **Commerce Clearing House.** *Guidebook to Labor Relations Law; Employer-Union Relations under Federal Regulation.* Chicago, 1950. Pp. 301.

42. **National Labor Relations Board.** *A Guide for Labor Organizations to the Filing Requirements of the Labor Manage-*

ment Relations Act, 1947, Section 9(f), (g), and (h). Washington, G.P.O., 1952. Pp. 21.

Labour Organization

43. **Flanders, Allan.** *Trade Unions.* London, Hutchinson's University Library, 1952. Pp. 171.

44. **Goldberg, Alan.** *Employer's Denial to Union of Equal Opportunity to reply to Anti-Union Speech is an Unfair Labor Practice.* (In *Syracuse Law Review*. Spring, 1952. Vol. 3, No. 2. Pp. 370-372).

45. **Lassman, Edwin A.** *Constitutional Law: Labor Law: Right of Government Employees to join Unions, Bargain Collectively, and Strike: City of Detroit v. Division 26 of Amal. Ass'n of Street Electric Railway and Motor Coach Employees of America et al.* 51 N.W. 2d 228 (Mich. 1952). (In *Cornell Law Quarterly*. Summer, 1952. Vol. 37, No. 4. Pp. 756-762.)

46. **Ringrose, H. G.** *Trade Unions in Natal.* Cape Town, Published for the University of Natal by Geoffrey Cumberlege, Oxford University Press, 1951. Pp. 111.

47. **Yoder, Dale.** *You and Unions.* Chicago, Science Research Associates, Inc., c1951. Pp. 48.

Labour Supply

48. **India. Scientific Man-Power Commission.** *Report.* June 1949. New Delhi, Published by the Manager of Publication, 1949. Pp. 108.

49. **U.S. Bureau of Labor Statistics.** *The Mobility of Tool and Die Makers, 1940-1951; A Survey of the Work Experience, Training and Personal Characteristics of the Workers in a Critical Occupation.* Washington, G.P.O., 1953. Pp. 67.

50. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Manpower Blueprint for a Free Economy.* Staff report to the Subcommittee on Labor and Labor-Management Relations of the Committee on Labor and Public Welfare, United States Senate, Eighty-second Congress, second session... Washington, G.P.O., 1953. Pp. 44.

Labour Unions

51. **Confédération Générale du Travail.** *28^e Congrès National de Paris (34^e Congrès National Corporatif) Palais des Congrès (Parc des Expositions) 27 Mai-1^{er} Juin 1951. Compte Rendu Sténographie des Débats.* Paris, 1951. Pp. 419.

52. **International Typographical Union of North America.** *Facts about the International Typographical Union and a Chronological Digest of its History: A*

Remarkable Record Consistent Service for One Hundred Years; and Sound Principles of Social Advancement accomplished by the Oldest and Most Democratic Labor Union in America. Indianapolis, 1952. Pp. 64.

53. **Newfoundland Federation of Labour.** *Report of the Proceedings of the Sixteenth Annual Convention ... held at Corner Brook, Newfoundland, July 14th to 19th, 1952.* Corner Brook, 1952. Pp. 26.

54. **Trades and Labor Congress of Canada.** *Report of the Proceedings of the Sixty-Seventh Annual Convention ... held at the City of Winnipeg, Man., August 18th to 23rd, Inclusive, 1952.* Ottawa, 1952. Pp. 427.

55. **United Electrical, Radio and Machine Workers of America.** *UE fights for Women Workers.* New York, 1952. Pp. 39.

Labouring Classes

56. **Canada. Department of Labour.** *Report ... for the Fiscal Year ending March 31, 1952.* Ottawa, Queen's Printer, 1952. Pp. 86.

57. **Confédération des Travailleurs Catholiques de Canada. Service D'Education.** *Manuel d'Education Ouvrière.* Quebec, 1952. Pp. 48.

58. **Hass, Eric.** *The Socialist Labor Party and the Internationals.* New York, New York Labor News Co., 1949. Pp. 187.

59. **National Bureau of Economic Research.** *The Instability of Consumer Spending,* by Arthur F. Burns. *Thirty-Second Annual Report.* New York, 1952. Pp. 87.

60. **Reeves, Joseph.** *A Century of Rochdale Co-operation, 1844-1944; a Critical but Sympathetic Survey of a Significant Movement of the Workers for Economic Emancipation.* London, Lawrence and Wishart, 1944. Pp. 202.

61. **Schwarz, Solomon M.** *Labor in the Soviet Union.* New York, Praeger, 1952, c1951. Pp. 364.

62. **South African Institute of Race Relations.** *Indian Life and Labor in Natal; a Survey conducted under the Direction of Prof. Raymond Burrows.* Rev. ed. Johannesburg, 1952. Pp. 64.

63. **Starr, Mark.** *Labor and The American Way.* New York, Oxford Book Company, 1952. Pp. 76.

64. **United Electrical, Radio and Machine Workers of America.** *Teachers Kit.* 1953 edition. New York, 1952. 14 Parts.

65. **U.S. Bureau of Labor Statistics.** *The Consumer Price Index; a Short Description of the Index as revised, 1953.* Washington, 1953. Pp. 8.

66. **U.S. Bureau of Labor Statistics.** *Handbook of Labor Statistics.* 1951 Supplement. Washington, G.P.O., 1953. Pp. 89.

67. **Wearmouth, Robert Featherstone.** *Methodism and the Working-Class Movements of England, 1800-1850.* London, Epworth Press, 1937. Pp. 289.

Occupations

68. **Canada. Department of Labour. Economics and Research Branch.** *Employment Outlook for University Graduates.* Ottawa, 1952. Pp. 13.

69. **Canada. Royal Canadian Navy.** *Vocational Guidance Sheet.* No. 1-37. Ottawa. 37 Nos.

70. **U.S. Bureau of Labor Statistics.** *Employment Outlook in Printing Occupations.* A reprint from the 1951 Occupational outlook handbook. Washington, G.P.O., 1953. Pp. 299-330.

Pensions

71. **Great Britain. Treasury.** *Digest of Pension Law and Regulations of the Civil Service.* London, H.M.S.O., 1952. Pp. 382.

72. **Hall, Harold R.** *Some Observations on Executive Retirement.* Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1953. Pp. 298.

73. **McDonald, Edwin C.** *Pensions and Group Insurance; A Brief Discussion with Some Cost Estimates.* 3d ed., rev. New York, 1952. Pp. 56.

74. **New York (State). Department of Labor. Division of Research and Statistics.** *Retirement under Industry-Wide Pensions Programs established through Collective Bargaining.* New York, 1952. Pp. 26.

75. **U.S. Congress. Joint Committee on the Economic Report.** *Pensions in the United States; a Study prepared for the Joint Committee on the Economic Report by The National Planning Association.* Washington, G.P.O., 1952. Pp. 106.

Social Conditions

76. **Auld, Frank.** *The Influence of Social Class on Tests of Personality.* Madison; N.J. Drew University, c1952. Pp. 16.

77. **McKenney, Ruth.** *Industrial Valley.* New York, Harcourt, Brace, 1939. Pp. 379. This is a story of unsettled working conditions in Akron, Ohio during the 1930's.

78. **MacKinnon, James.** *The Social and Industrial History of Scotland from the Earliest Times to the Union.* London, Blackie and Son Limited, 1920. Pp. 183.

79. **U.S. Social Security Administration.** *Social Workers from Around the World observe Social Welfare in the United States.* Washington, G.P.O., 1952. Pp. 121.

Time and Motion Study

80. **Mundel, Marvin Everett.** *Motion and Time Study; Principles and Practice.* New York, Prentice-Hall, 1950. Pp. 457.

81. **Parton, James Allan.** *Motion and Time Study Manual.* New York, Book Division, Conover-Mast Publications, 1952. Pp. 400.

Wages and Hours

82. **Canada. Department of Labour. Economics and Research Branch.** *Annual Report on Wage Rates and Hours of Labour in Canada, October 1951.* Ottawa, Queen's Printer, 1953. Pp. 154.

83. **Chapman, Agatha L.** *Wages and Salaries in the United Kingdom, 1920-1938,* by Agatha L. Chapman assisted by Rose Knight. Cambridge, Eng., University Press, 1953. Pp. 254.

84. **Great Britain. Ministry of Labour and National Service.** *Time Rates of Wages and Hours of Labour, 1st October 1952.* London, H.M.S.O., 1953. Pp. 247.

85. *Historical Development of The Present Railroad Wage Structure, 1916-1938.* Washington? 1938. Pp. 136. No author or publisher given.

86. **International Labour Office.** *General Problems of Hours of Work in the Chemical Industries, with Particular Reference to a Comparison of Day Work and Shift Work.* Third item on the agenda, Geneva, 1952. Pp. 86. At head of title: Report III. International Labour Organization. Chemical Industries Committee. Third session, Geneva, 1952.

87. **Manitoba. Department of Labour.** *Annual Wage and Salary Survey 1952. Survey conducted July 30-September 30, 1952.* Winnipeg, 1953. 1 Volume.

88. **Montreal. Board of Trade. Employee Relations Section.** *Survey on Working Conditions, Hourly Paid Employees, Montreal Area, June 1951.* Montreal, 1951. Pp. 16.

89. **Quebec (City). Université Laval. Ecole des Sciences Sociales. Département des Relations Industrielles.** *Salaires et Prix.* Septième Congrès des Relations Industrielles de Laval sous les auspices du Département des Relations Industrielles de la Faculté des Sciences Sociales de l'Université Laval. Québec, Les Presses Universitaires Laval, 1952. Pp. 231.

90. **U.S. Bureau of Labor Statistics.** *Union Wages and Hours: The Baking Industry, July 1, 1952.* Washington, G.P.O., 1953. Pp. 43.

91. **U.S. Bureau of Labor Statistics.** *Union Wages and Hours: Building Trades, July 1, 1952.* Washington, G.P.O., 1953. Pp. 40.

Workmen's Compensation

92. **Canada. Department of Labour. Legislation Branch.** *Workmen's Compensation in Canada; a Comparison of Provincial Laws.* Ottawa, 1952. Pp. 40.

93. **U.S. Bureau of Employees' Compensation.** *Regulations governing Administration of the Federal Employees' Compensation Act of September 7, 1916, as amended relating to Civil Officers and Employees of the United States and Others, effective June 1, 1938, as amended to December 9, 1949 Regulations of the Employees' Compensation Appeals Board Governing Appeals under the Federal Employees' Compensation Act of September 7, 1916, effective July 16, 1946, as amended to December 9, 1949; Text of the Federal Employees Compensation Act of September 7, 1916, as amended to October 14, 1949.* Washington, G.P.O., 1951. Pp. 58.

94. **U.S. Bureau of Labor Standards.** *State Workmen's Compensation for Civilian Defense Volunteers.* Washington, 1952. Pp. 26.

Works Councils

95. **Johnson, Eldon L.** *Joint Consultation in Britain's Nationalized Industries* (In Public Administration Review. Summer 1952. Vol. 12, No. 3. Pp. 181-189.)

96. **Scott, W. H.** *Industrial Leadership and Joint Consultation; A Study of Human Relations in Three Merseyside Firms.* With a foreword by Sir George Schuster, and an appendix by N. H. Cullen. Liverpool, University Press, 1952. Pp. 210.

Miscellaneous

97. **Canada. Department of National Health and Welfare. Research Division.** *Health Insurance in Great Britain, 1911-1948.* Ottawa, 1952. Pp. 163.

98. **Great Britain. Department of Scientific and Industrial Research.** *A Survey of Production and Industrial Engineering Organization and Practice in the U.S.A. and Canada,* by T. G. Elliott. London, H.M.S.O., 1952. Pp. 32.

99. **Spiegel, William Robert.** *A Survey of Bank and Department Store Employee Handbooks,* by William R. Spiegel and E. Lanham. Austin, Texas, 1952. Pp. 117.

100. **U.S. Civil Service Commission.** *A Guide for the Placement of the Physically Handicapped.* Part 1. 5th ed. Washington, G.P.O., 1952. 1 Volume.

Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	921
Table A-2—Persons Looking for Work in Canada.....	921
Table A-3—Regional Distributions, Week Ended March 21, 1953.....	922
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	922
Table A-5—Distribution of Workers Entering Canada by Occupations.....	923
B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	923
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	924
Table C-2—Hours and Earnings in Manufacturing by Provinces and Cities.....	924
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	925
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	926
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	926
Table C-6—Hours and Earnings by Industry.....	927
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	928
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	929
Table D-2—Unfilled Vacancies by Industry and by Sex.....	930
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	931
Table D-4—Activities of National Employment Service Offices.....	932
Table D-5—Applications and Placements Since 1943.....	937
Table D-6—Vacancies and Placements by National Employment Service Offices (Quarterly)....	938
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics</i>	
<i>Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	942
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	942
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	943
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	944
Table E-5—Estimates of the Insured Population.....	944
Table E-6—Unemployment Insurance Fund.....	945
Table E-7—Claims for Supplementary Benefit, March, 1953.....	946
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	947
Table F-1a—Consumer Price Index Numbers, Canada.....	948
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	949
Table F-3—Index Numbers of Staple Food Items.....	949
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	950
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	954
Table F-6—Index Numbers of Wholesale Prices in Canada.....	955
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	956
Table G-2—Strikes and Lockouts in Canada During April.....	957
H—Industrial Accidents	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Main Industry Groups, 1928-1952.....	960
Table H-2—Fatal Industrial Accidents by Industries and Causes.....	961
Table H-3—Fatal Industrial Accidents by Provinces and Industries.....	963
Table H-4—Fatal Industrial Accidents by Months and Industries.....	964
Table H-5—Industrial Accidents, Non-Fatal, Reported by Provincial Workmen's Compensation Boards.....	965

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 21, 1953			Week Ended February 21, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	9,986	4,984	5,002	9,980	4,982	4,998
A. Civilian Labour force.....	5,192	4,064	1,128	5,194	4,069	1,125
Persons at work.....	4,859	3,772	1,087	4,839	3,759	1,080
35 hours or more.....	4,534	3,585	949	4,518	3,572	946
Less than 35 hours.....	325	187	138	321	187	134
Usually work 35 hours or more.....	130	111	19	125	107	18
(a) laid off for part of the week.....	10	*	*	*	*	*
(b) on short time.....	31	26	*	33	28	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	17	16	*	12	11	*
(f) illness.....	40	31	*	33	26	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	*	*	*
(i) other.....	23	21	*	28	25	*
Usually work less than 35 hours.....	195	76	119	196	80	116
Persons with jobs not at work.....	161	134	27	176	152	24
Usually work 35 hours or more.....	157	131	26	171	149	22
(a) laid off for full week.....	39	36	*	52	48	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	82	64	18	69	58	11
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	15	12	*	21	16	*
(f) other.....	16	14	*	22	20	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work ⁽¹⁾	172	158	14	179	158	21
B. Persons not in the labour force.....	4,794	920	3,874	4,786	913	3,873
(a) permanently unable or too old to work.....	188	122	66	192	121	71
(b) keeping house.....	3,342	*	3,341	3,335	*	3,334
(c) going to school.....	685	348	337	678	348	330
(d) retired or voluntarily idle.....	555	434	121	555	426	129
(e) other.....	24	15	*	26	17	*

⁽¹⁾ Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 21, 1953			Week Ended February 21, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	184	167	17	193	168	25
Without jobs.....	172	158	14	179	158	21
Under 1 month.....	46	*	*	45	*	*
1—3 months.....	77	*	*	95	*	*
4—6 months.....	38	*	*	30	*	*
7—12 months.....	*	*	*	*	*	*
13—18 months.....	*	*	*	*	*	*
19— and over.....	*	*	*	*	*	*
Worked.....	12	*	*	14	10	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	10	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MARCH 21, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,192	94	387	1,494	1,861	921	435
Agricultural.....	803	•	51	204	196	331	20
Non-Agricultural.....	4,389	93	336	1,290	1,665	590	415
Males.....	4,064	77	316	1,155	1,434	748	334
Agricultural.....	780	•	49	201	189	323	17
Non-Agricultural.....	3,284	76	267	954	1,245	425	317
Females.....	1,128	17	71	339	427	173	101
Agricultural.....	23	•	•	•	•	•	•
Non-Agricultural.....	1,105	17	69	336	420	165	98
All ages.....	5,192	94	387	1,494	1,861	921	435
14-19 years.....	479	12	39	177	141	80	30
20-24 years.....	712	15	50	235	236	128	48
25-44 years.....	2,422	45	178	692	877	421	209
45-64 years.....	1,378	•	103	351	522	255	128
65 years and over.....	201	•	17	39	85	37	20
<i>Persons with Jobs</i>							
All status groups.....	5,020	88	364	1,425	1,823	902	418
Males.....	3,906	71	295	1,093	1,399	730	318
Females.....	1,114	17	69	332	424	172	100
Agricultural.....	799	•	51	204	193	330	20
Non-Agricultural.....	4,221	87	313	1,221	1,630	572	398
Paid workers.....	3,766	70	269	1,086	1,474	512	355
Males.....	2,760	56	207	786	1,086	360	265
Females.....	1,006	14	62	300	388	152	90
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	172	•	23	69	38	19	17
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,794	144	456	1,318	1,575	874	427
Males.....	920	46	97	233	267	177	100
Females.....	3,874	98	359	1,085	1,308	697	327

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.-Mar.....	1,018	9,989	23,149	5,114	3,473	42,743	19,870
1953—Jan.-Mar.....	976	3,922	11,950	3,907	2,182	22,937	8,610

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi- Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domes- tics	Others	Total Workers
1951—Total.....	25,890	31,007	33,682	5,317	4,001	2,956	6,531	5,402	114,786
1952—Total.....	16,971	19,586	22,034	6,900	7,054	3,402	7,556	1,526	85,029
1952—Jan.-Mar.....	4,643	7,040	6,807	1,520	1,413	746	1,721	373	24,263
1953—Jan.-Mar.....	2,369	1,969	2,715	959	1,355	574	1,721	227	11,889

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
1949—Average.....	49	214	47	169	147	21	647
1950—December.....	63	250	52	192	162	26	745
1951—January.....	62	248	47	188	163	26	734
February.....	63	250	46	189	161	24	733
March.....	59	256	46	193	174	25	753
April.....	59	261	53	198	170	27	768
May.....	66	265	60	203	176	27	797
June.....	71	271	65	210	178	27	822
July.....	70	272	68	211	178	30	829
August.....	72	275	72	213	179	28	839
September.....	75	280	74	216	182	28	855
October.....	80	279	73	217	187	29	865
November.....	82	279	71	221	190	29	872
December.....	80	285	64	221	187	28	865
1952—January.....	78	273	59	213	189	29	846
February.....	80	283	59	214	194	28	858
March.....	74	288	62	215	194	29	862
April.....	63	289	67	219	195	29	862
May.....	69	290	73	225	199	29	885
June.....	70	290	79	229	202	30	900
July.....	71	293	88	231	203	30	916
August.....	77	303	87	232	199	30	928
September.....	79	310	89	234	199	31	942
October.....	82	311	86	236	204	32	951
November.....	82	316	83	240	208	31	960
December.....	77	323	77	242	207	32	958
1953—January.....	70	315	66	246*	203	31	931
February.....	68	320	65	233	209	31	926

z Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,372,311.

Year and month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	208.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	181.7	167.9	146.8	164.9	169.5	195.7	170.9	147.6	219.8	182.8
Percentage Distribution of Employees of Reporting Establishments at March 1, 1953.....	100.0	0.2	3.5	2.4	29.0	43.8	5.1	2.3	5.0	8.7

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.3	474.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953	181.7	444.8	245.1	57.46	199.4	518.1	259.8	59.20

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS
AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939 = 100)

Source: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	167.9	176.5	160.6	381.6	393.5	322.4	45.24	44.37	39.95
Nova Scotia.....	146.8	151.1	146.7	336.3	343.9	309.8	49.08	48.74	45.24
New Brunswick.....	164.9	167.3	185.3	405.8	403.8	430.2	50.04	49.08	47.11
Quebec.....	169.5	171.3	169.6	439.9	437.9	412.7	55.24	54.41	51.81
Ontario.....	195.7	195.7	187.5	475.4	470.4	429.0	59.54	58.91	56.09
Manitoba.....	170.9	173.3	167.8	361.9	362.2	336.2	54.47	53.74	51.52
Saskatchewan.....	147.6	148.4	141.7	326.0	323.0	294.7	53.48	52.71	50.44
Alberta.....	219.8	219.3	201.8	499.1	495.7	431.4	57.75	57.50	54.40
British Columbia.....	182.8	181.1	183.9	440.5	429.5	415.4	62.64	61.65	58.71
CANADA.....	181.7	182.5	178.0	444.8	441.1	409.0	57.46	56.72	53.95
(b) METROPOLITAN AREAS									
Sydney.....	110.7	112.0	111.0	298.2	299.9	260.5	60.23	59.88	52.48
Halifax.....	216.1	220.5	216.9	424.8	429.2	411.3	46.04	45.60	44.41
Saint John.....	184.7	183.4	200.8	388.9	384.8	405.6	45.10	44.94	43.29
Quebec.....	159.7	159.1	147.2	396.0	394.0	339.2	46.20	46.14	42.94
Sherbrooke.....	170.6	173.3	171.9	418.0	422.2	402.2	47.63	47.34	45.40
Three Rivers.....	155.9	154.7	162.7	412.0	414.3	406.3	52.87	53.59	49.96
Drummondville.....	172.9	176.3	187.6	466.0	485.5	501.3	51.60	52.71	51.16
Montreal.....	184.9	184.1	174.2	446.9	441.5	393.0	55.25	54.80	51.59
Ottawa—Hull.....	187.4	188.3	185.3	415.9	414.2	388.9	51.32	50.86	48.64
Peterborough.....	190.1	189.7	198.5	547.2	544.8	543.2	60.79	60.67	57.82
Oshawa.....	304.9	294.8	242.9	894.1	850.9	631.9	69.22	68.14	61.51
Niagara Falls.....	303.9	295.4	257.0	887.6	839.8	678.9	70.43	68.56	63.67
St. Catharines.....	242.2	242.5	236.8	660.0	655.9	625.1	66.85	66.37	64.77
Toronto.....	207.2	206.5	193.3	488.4	483.3	428.8	59.53	59.10	56.05
Hamilton.....	205.4	206.7	198.7	523.0	522.7	473.7	61.61	61.18	57.72
Brantford.....	201.4	205.0	209.8	553.9	560.7	572.8	57.13	56.81	56.70
Galt.....	163.3	164.6	151.3	430.0	428.6	372.4	54.10	53.50	50.52
Kitchener.....	182.8	182.1	167.0	473.1	469.3	400.7	54.87	54.65	50.97
London.....	182.5	182.4	178.9	426.8	428.3	395.5	70.21	70.51	66.41
Sarnia.....	200.6	200.3	182.9	460.3	457.8	395.8	54.30	54.07	51.23
Windsor.....	320.0	324.8	288.3	790.6	817.6	675.4	68.41	69.09	64.94
Sault Ste. Marie.....	238.5	231.5	219.2	614.3	572.3	493.2	69.10	66.33	62.72
Ft. William—Pt. Arthur.....	244.8	248.0	221.3	632.0	620.5	529.4	68.48	66.33	63.59
Winnipeg.....	226.4	222.5	223.4	533.3	516.4	505.3	60.13	59.25	57.52
Regina.....	173.2	174.9	167.5	364.6	364.6	334.0	51.41	50.89	48.62
Saskatoon.....	173.6	173.0	158.3	378.8	375.1	332.1	49.59	49.30	47.53
Edmonton.....	189.9	194.4	182.9	419.0	421.2	380.9	48.84	47.95	46.22
Calgary.....	292.9	287.8	242.9	705.0	683.7	520.8	56.69	55.95	50.42
Vancouver.....	226.2	225.6	211.9	483.6	475.5	425.2	55.13	54.36	51.82
Victoria.....	199.9	199.7	195.6	463.6	460.6	428.3	58.17	57.87	54.91
Industrial composite.....	230.0	223.8	221.7	550.9	528.0	499.9	57.40	56.55	54.04
(c) INDUSTRIES									
Forestry (chiefly logging).....	168.8	183.8	266.7	602.3	600.3	878.8	61.77	56.54	57.04
Mining.....	121.2	122.5	122.9	284.7	291.6	273.4	67.77	68.71	64.20
Manufacturing.....	199.4	197.6	187.3	518.1	510.3	458.0	59.20	58.83	55.73
Durable Goods.....	260.8	258.1	238.4	687.6	673.6	587.9	64.07	63.43	59.90
Non-Durable Goods.....	159.8	158.7	154.2	396.3	392.9	364.7	54.07	54.01	51.57
Construction.....	153.6	159.8	153.2	501.7	509.6	455.1	61.40	59.94	55.81
Transportation, storage, communica- tion.....	174.2	176.4	177.4	375.6	369.9	349.8	61.67	59.96	56.43
Public utility operation.....	192.0	192.9	185.9	427.3	427.1	388.0	65.55	65.22	61.56
Trade.....	178.4	179.5	169.3	392.2	389.9	355.9	48.01	47.43	45.93
Finance, insurance and real estate.....	182.2	181.9	178.2	315.5	314.4	296.7	50.40	50.30	48.42
Services.....	187.5	188.0	178.3	410.8	406.5	362.5	36.71	36.21	33.97
Industrial composite.....	181.7	182.5	178.0	444.8	441.1	409.0	57.46	56.72	53.95

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Year and Month	All manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	¢	\$	No.	¢	\$	No.	¢	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.7	56.71	42.4	146.3	62.03	41.7	121.0	50.46

* The average at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1953	Feb. 1, 1953	Mar. 1, 1952	Mar. 1, 1953	Feb. 1, 1953	Mar. 1, 1952
Newfoundland.....	41.0	40.6	43.1	132.9	131.7	125.5
Nova Scotia.....	41.3	41.2	41.6	120.2	118.3	114.5
New Brunswick.....	42.7	42.7	42.3	118.7	118.3	113.5
Quebec.....	43.6	43.6	43.5	120.4	119.9	113.8
Ontario.....	41.7	41.4	41.0	142.6	142.1	135.7
Manitoba.....	40.9	40.6	41.2	130.0	129.2	121.3
Saskatchewan.....	40.8	41.1	40.8	132.4	132.9	127.7
Alberta.....	40.4	39.8	40.8	138.0	136.6	127.6
British Columbia.....	38.3	38.4	38.0	163.6	164.6	158.1
Montreal.....	42.6	42.3	42.5	127.2	126.4	118.5
Toronto.....	41.2	41.0	40.6	142.5	141.8	134.6
Hamilton.....	40.5	40.1	39.4	155.3	156.1	147.2
Windsor.....	42.5	40.9	39.8	164.1	161.3	157.1
Winnipeg.....	40.8	40.5	40.7	128.7	127.8	119.9
Vancouver.....	37.5	37.9	36.7	160.3	160.4	154.4

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)
SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952	Mar. 1 1953	Feb. 1 1953	Mar. 1 1952
	no.	no.	no.	¢	¢	¢	\$	\$	\$
Mining.....	42.2	43.0	42.6	153.3	153.3	143.9	64.69	65.92	61.30
Metal mining.....	44.4	44.6	44.8	154.3	153.7	145.0	68.51	68.55	64.96
Gold.....	46.4	46.6	46.6	132.6	131.8	129.0	61.53	61.42	60.11
Other metal.....	43.2	43.2	43.6	168.8	168.6	156.6	72.92	72.84	68.28
Fuels.....	37.7	40.2	38.2	154.8	156.0	146.8	58.36	62.71	56.08
Coal.....	35.8	39.0	36.3	161.8	153.3	142.5	54.34	59.79	51.73
Oil and natural gas.....	45.7	45.5	46.7	164.6	165.8	161.7	75.22	75.44	75.51
Non-metal.....	42.5	42.4	43.4	145.4	144.7	132.7	61.80	61.35	57.59
Manufacturing.....	42.1	41.9	41.7	134.7	134.2	127.8	56.71	56.23	53.29
Food and beverages.....	41.1	41.4	41.8	115.5	114.7	109.4	47.47	47.49	45.73
Meat products.....	40.1	40.1	40.7	143.7	142.9	137.3	57.62	57.30	55.88
Canned and preserved fruits and vegetables.....	40.4	39.5	39.7	101.7	104.5	94.1	41.09	41.28	37.36
Grain mill products.....	42.7	41.6	42.9	123.9	123.8	117.8	52.91	51.50	50.54
Bread and other bakery products.....	43.9	43.6	44.5	101.9	101.5	96.8	44.73	44.25	43.08
Distilled and malt liquors.....	40.4	40.9	41.5	140.4	139.6	135.3	56.72	57.10	56.15
Tobacco and tobacco products.....	40.8	40.8	40.8	117.5	116.2	112.4	47.94	47.41	45.86
Rubber products.....	42.1	42.1	41.0	143.4	142.9	135.0	60.37	60.16	55.35
Leather products.....	42.0	42.4	41.1	94.3	94.4	89.5	39.61	40.03	36.73
Boots and shoes (except rubber).....	42.0	42.3	41.5	90.7	90.7	86.1	38.09	38.37	35.73
Textile products (except clothing).....	42.8	43.2	40.9	107.3	107.1	101.9	45.92	46.27	41.63
Cotton yarn and broad woven goods.....	40.1	41.0	37.2	109.7	109.8	100.1	43.99	45.02	37.24
Woolen goods.....	44.6	44.8	43.5	102.2	102.3	99.9	45.58	45.83	43.67
Synthetic textiles and silk.....	46.0	46.4	45.1	108.1	108.0	105.7	49.73	50.11	47.46
Clothing (textile and fur).....	40.2	39.9	38.8	94.4	93.8	91.0	37.95	37.43	35.31
Men's clothing.....	40.2	39.7	38.5	92.7	91.7	88.2	37.27	36.40	33.96
Women's clothing.....	37.7	37.5	37.5	99.7	99.5	95.7	37.59	37.31	35.99
Knit goods.....	41.6	41.3	39.3	94.4	94.2	92.8	39.27	38.90	36.47
*Wood products.....	42.4	42.3	41.4	119.1	120.0	115.6	50.50	50.76	47.82
Saw and planing mills.....	41.4	41.4	40.4	127.9	129.8	126.1	52.95	53.74	50.94
Furniture.....	43.7	43.5	42.4	108.2	107.5	102.2	47.28	46.76	43.33
Other wood products.....	44.6	43.9	43.9	102.3	102.1	97.2	45.63	44.82	41.65
Paper products.....	43.7	44.1	45.7	148.8	149.0	140.8	65.03	65.71	64.35
Pulp and paper mills.....	44.2	44.7	47.1	159.2	159.3	149.6	70.37	71.21	65.82
Other paper products.....	42.3	42.4	41.5	118.3	117.7	110.4	50.04	49.90	45.82
Printing, publishing and allied ind.....	39.9	39.5	39.2	155.6	154.0	143.4	62.08	60.83	56.21
*Iron and steel products.....	42.1	41.9	42.1	151.4	150.8	143.3	63.74	63.19	60.00
Agricultural implements.....	39.9	39.3	40.4	160.0	161.4	160.9	63.84	63.43	60.93
Fabricated and structural steel.....	41.9	42.2	43.7	159.0	157.5	146.4	66.62	66.47	63.98
Hardware and tools.....	43.0	43.2	42.8	136.4	135.6	128.8	58.55	58.58	55.13
Heating and cooking appliances.....	42.4	42.3	40.6	130.6	130.8	124.0	55.37	55.33	50.34
Iron castings.....	42.9	43.0	42.1	149.0	148.1	139.6	63.92	63.68	58.77
Machinery mfg.....	43.4	43.3	43.9	142.8	142.1	135.4	61.98	61.53	59.44
Primary iron and steel.....	41.1	40.6	41.5	169.5	169.1	156.4	69.06	68.65	64.91
Sheet metal products.....	41.5	41.1	40.8	141.6	140.0	132.8	58.70	57.54	54.38
*Transportation equipment.....	42.8	41.8	41.7	156.9	155.6	144.8	67.15	65.04	60.38
Aircraft and parts.....	45.6	45.4	45.0	158.1	157.4	146.0	72.09	68.97	64.91
Motor vehicles.....	43.7	41.6	40.9	168.5	165.8	158.7	73.63	68.44	60.24
Motor vehicles parts and accessories.....	42.2	41.6	40.4	156.4	154.9	149.1	66.00	64.44	60.24
Railroad and rolling stock equipment.....	40.0	39.0	40.3	156.8	156.9	139.7	62.72	61.19	56.30
Shipbuilding and repairing.....	42.8	42.2	43.3	145.2	143.3	135.8	62.15	60.47	58.80
*Non-ferrous metal products.....	41.6	41.5	41.7	148.8	149.0	143.4	61.90	61.84	59.80
Aluminum products.....	42.7	42.7	43.6	138.5	139.3	131.3	59.14	59.48	57.25
Brass and copper products.....	42.1	41.7	42.3	140.7	139.8	132.2	59.23	57.88	55.92
Smelting and refining.....	41.3	41.3	41.2	161.5	162.5	157.0	66.70	67.11	64.68
*Electrical apparatus and supplies.....	41.8	41.3	40.9	142.0	141.1	138.4	59.36	58.27	56.61
Heavy electrical machinery and equipment.....	42.2	42.2	40.7	158.1	157.6	148.5	66.72	66.51	60.44
*Non-metallic mineral products.....	43.9	44.1	43.9	133.7	133.0	126.7	58.69	58.65	55.62
Clay products.....	44.0	44.0	44.4	123.6	123.2	119.6	54.38	54.21	53.95
Glass and glass products.....	45.4	46.4	44.4	129.4	129.7	121.5	58.75	60.18	58.11
Products of petroleum and coal.....	40.8	40.6	40.8	176.9	177.6	163.5	72.18	72.11	66.71
Chemical products.....	41.9	42.0	42.1	135.9	136.4	130.6	56.94	57.29	54.94
Medicinal and pharmaceutical preparations.....	41.3	41.5	41.6	111.8	112.2	104.6	46.17	46.56	43.51
Acids, alkalis and salts.....	41.4	42.3	42.2	154.5	154.5	152.1	63.96	65.35	64.19
Miscellaneous manufacturing industries.....	41.7	41.4	41.5	108.6	108.7	103.5	45.29	44.75	42.95
*Durable goods.....	42.4	41.9	41.8	146.3	145.7	138.4	62.03	61.05	57.85
Non-durable goods.....	41.7	41.8	41.5	121.0	120.8	116.0	50.46	50.49	48.14
Construction.....	42.8	42.1	42.7	142.4	140.4	139.9	60.95	59.15	55.47
Buildings and structures.....	41.2	40.6	41.6	155.7	153.9	148.5	64.15	62.48	58.07
Highways, bridges and streets.....	45.1	44.7	45.0	107.5	105.8	102.9	48.48	47.29	46.31
Electric and motor transportation.....	45.4	45.6	45.5	138.0	138.5	132.5	60.38	60.42	56.47
Service.....	42.6	42.4	42.7	77.5	76.5	73.2	33.14	32.44	31.26
Hotels and restaurants.....	43.7	43.4	44.0	77.7	76.1	72.6	33.95	33.03	32.03
Laundries and dry cleaning plants.....	41.1	41.3	40.7	74.3	73.9	70.2	30.54	30.52	28.57

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
March 1, 1952.....	41.7	127.8	53.29	127.8	116.9	109.3
April 1, 1952.....	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953 ⁽¹⁾	42.1	134.7	56.71	136.0	114.8	118.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100)

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May	1, 1947.....	53,484	38,706	92,190	122,771	34,192	156,963
May	1, 1948.....	28,602	21,335	49,937	123,130	42,082	165,212
May	1, 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
May	1, 1950.....	16,687	15,009	31,696	327,225	77,983	405,208
May	1, 1951.....	36,940	15,513	52,453	163,310	54,201	217,511
May	1, 1952.....	25,778	16,332	42,110	241,885	68,351	310,236
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July	1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August	1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September	1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October	1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November	1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December	1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January	1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February	1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March	1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April	1, 1953 ⁽¹⁾	18,545	16,368	34,913	338,500	66,702	405,202
May	1, 1953 ⁽¹⁾	24,982	19,142	44,124	241,982	57,394	299,376

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Feb. 28, 1953	March 27, 1952
Agriculture, Fishing, Trapping.....	1,247	281	1,528	+	826 — 66
Forestry.....	447	14	461	—	129 + 93
Mining, Quarrying and Oil Wells.....	1,078	40	1,118	+	491 + 164
Metal Mining.....	793	13	806	+	468
Fuels.....	138	15	153	+	43
Non-Metal Mining.....	45	5	50	—	41
Quarrying, Clay and Sand Pits.....	49	.....	49	+	47
Prospecting.....	53	7	60	—	22
Manufacturing.....	6,096	3,871	9,967	+	105 + 1,965
Foods and Beverages.....	585	317	902	+	217
Tobacco and Tobacco Products.....	7	10	17	—	28
Rubber Products.....	50	29	79	+	10
Leather Products.....	168	265	433	+	47
Textile Products (except clothing).....	138	278	416	+	62
Clothing (textile and fur).....	339	1,793	2,132	—	395
Wood Products.....	402	89	491	+	7
Paper Products.....	256	88	344	+	88
Printing, Publishing and Allied Industries.....	257	125	382	+	101
Iron and Steel Products.....	844	166	1,010	—	15
Transportation Equipment.....	1,602	157	1,759	—	449
Non-Ferrous Metal Products.....	285	85	370	+	69
Electrical Apparatus and Supplies.....	426	138	564	+	67
Non-Metallic Mineral Products.....	119	28	147	+	39
Products of Petroleum and Coal.....	113	12	125	+	53
Chemical Products.....	336	163	499	+	197
Miscellaneous Manufacturing Industries.....	169	128	297	+	35
Construction.....	2,840	108	2,948	+	1,598 + 96
General Contractors.....	2,388	83	2,471	+	1,528
Special Trade Contractors.....	452	25	477	+	70
Transportation, Storage and Communication.....	1,225	310	1,535	+	552
Transportation.....	1,053	97	1,150	+	465
Storage.....	68	18	86	+	18
Communication.....	104	195	299	+	69
Public Utility Operation.....	371	62	433	+	184
Trade.....	2,658	2,757	5,415	+	961 + 1,279
Wholesale.....	790	659	1,449	+	113
Retail.....	1,868	2,098	3,966	+	848
Finance, Insurance and Real Estate.....	824	1,037	1,861	+	145 + 492
Service.....	2,622	7,760	10,382	+	2,212 + 1,830
Community or Public Service.....	272	1,108	1,380	+	241
Government Service.....	908	574	1,482	+	6
Recreation Service.....	122	94	216	+	83
Business Service.....	411	472	883	+	25
Personal Service.....	909	5,512	6,421	+	1,857
GRAND TOTAL.....	19,408	16,240	35,648	+	6,945 + 6,343

(1)—Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT APRIL 2, 1953 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,989	595	2,584	3,716	914	4,630
Clerical workers.....	1,930	4,426	6,356	9,179	14,692	23,871
Sales workers.....	1,743	1,216	2,959	4,507	9,005	13,512
Personal and domestic service workers...	1,215	6,402	7,617	25,077	14,015	39,092
Seamen.....	105	4	109	4,528	55	4,583
Agriculture and fishing.....	1,330	26	1,356	3,031	964	3,995
Skilled and semiskilled workers.....	6,987	2,579	9,566	150,165	13,008	163,173
Food and kindred products (inc. tobacco).....	94	40	134	1,984	935	2,919
Textiles, clothing, etc.....	262	1,890	2,152	2,074	7,403	9,477
Lumber and wood products.....	550	5	555	31,382	118	31,500
Pulp, paper (inc. printing).....	48	22	70	830	512	1,342
Leather and leather products.....	98	171	269	924	458	1,382
Stone, clay and glass products.....	34	6	40	490	56	546
Metalworking.....	1,467	36	1,503	8,769	499	9,268
Electrical.....	305	30	335	1,396	350	1,746
Transportation equipment.....	68	.....	68	340	44	384
Mining.....	136	.....	136	2,639	1	2,640
Construction.....	1,189	.....	1,189	47,278	3	47,281
Transportation (except seamen)....	722	15	737	25,710	84	25,794
Communications and public utility..	69	.....	69	833	11	844
Trade and service.....	317	246	563	1,998	1,137	3,135
Other skilled and semiskilled.....	1,481	89	1,570	14,864	1,090	15,954
Foremen.....	63	4	67	4,265	226	4,491
Apprentices.....	84	25	109	4,389	81	4,470
Unskilled workers.....	3,246	1,120	4,366	138,297	14,049	152,346
Food and tobacco.....	67	120	187	4,024	4,677	8,701
Lumber and lumber products.....	132	2	134	10,728	253	10,981
Metalworking.....	144	25	169	4,443	444	4,887
Construction.....	767	.....	767	35,102	1	35,103
Other unskilled workers.....	2,136	973	3,109	84,000	8,674	92,674
GRAND TOTAL.....	18,545	16,368	34,913	338,500	66,702	405,202

(1) Preliminary—subject to revision.

(2) Current Vacancies only. Deferred Vacancies excluded.

Chandler.....	10	6	1,961	454	11	4	2,006	1,777
Chicoutimi.....	345	164	1,585	430	335	7	2,064	1,577
Dolbeault.....	32	4	1,461	1,139	20	1	2,276	1,967
Drummondville.....	272	63	2,395	799	282	6	2,329	1,684
Farnham.....	43	8	726	295	50	34	824	1,468
Gaspé.....	44	19	1,632	564	27	7	1,735	1,860
Grandy.....	272	49	1,240	1,069	421	22	1,498	1,891
Hull.....	273	61	2,823	1,193	183	11	3,008	1,827
Joliette.....	204	148	2,864	1,116	203	5	3,334	1,793
Jonquière.....	64	334	1,822	1,417	399	35	2,434	1,386
Lachute.....	85	10	1,710	273	96	83	672	2,370
La Malbaie.....	31	9	2,828	983	34	22	3,436	574
La Tuque.....	13	38	732	370	91	63	898	2,337
Levis.....	328	283	2,866	1,367	222	4	3,364	1,031
Maniwaki.....	261	3	2,734	863	30	22	1,483	2,205
Mégantic.....	2	2	2,669	1,453	288	186	3,315	959
Mont-Laurier.....	10	11	2,980	607	117	91	1,345	995
Montmagny.....	12	12	754	788	18	11	1,332	1,459
Montreal.....	22	22	1,341	939	121	75	1,908	26,976
New Richmond.....	6,613	6,613	42,725	23,214	15,916	9,743	38,552	1,401
Port Alfred.....	30	30	1,462	442	37	6	1,664	974
Port Richmond.....	25	8	1,320	603	52	14	1,671	14,986
Quebec.....	1,478	869	13,950	6,129	2,166	796	5,427	9,768
Rimouski.....	25	97	4,490	2,238	195	87	5,366	5,396
Rivière du Loup.....	313	58	4,111	2,317	331	270	1,144	2,943
Roberval.....	22	18	4,501	649	70	42	2,618	933
Rouyn.....	67	67	1,780	1,533	290	122	1,276	612
Ste. Agathe.....	13	9	1,025	465	67	38	1,850	2,069
Ste. Anne de Bellevue.....	25	25	1,925	291	115	99	1,181	1,229
Ste. Therese.....	3	3	1,315	550	195	140	3,182	2,011
St. Georges Est.....	70	70	1,786	1,786	547	415	2,011	1,194
St. Hyacinthe.....	145	1	1,948	676	476	33	1,792	1,359
St. Jean.....	124	2	2,382	675	366	188	3,168	1,111
St. Jerome.....	20	1	1,355	515	178	114	1,111	3,071
St. Joseph d'Alma.....	89	29	2,773	914	70	81	4,821	2,777
Sept Iles.....	31	54	933	764	346	318	3,936	1,749
Shawinigan Falls.....	41	49	4,114	1,919	360	51	1,480	1,462
Sherbrooke.....	182	2	4,221	2,103	1,123	166	1,480	4,070
Sorel.....	63	20	1,881	542	334	9	1,480	2,002
Theftford Mines.....	85	85	1,320	603	372	40	1,613	1,428
Three Rivers.....	140	2	2,588	702	196	147	2,002	1,292
Vai d'Or.....	57	13	1,504	1,225	233	6	1,428	911
Valleyfield.....	60	60	1,678	601	286	212	2,167	38,640
Victoriaville.....	102	3	1,465	742	296	14	4,392	68,704
Ontario.....	36,478	12,372	102,947	69,149	39,662	21,467	98,640	704
Amprior.....	6	117	347	139	134	106	317	611
Barrie.....	100	367	973	620	359	7	1,035	728
Bellefleur.....	60	305	1,343	602	431	50	1,276	1,065
Bracebridge.....	55	118	771	551	164	3	1,298	1,68
Brampton.....	30	199	322	215	174	107	2,583	2,011
Brantford.....	59	450	2,455	1,640	508	322	2,955	173
Brockville.....	32	24	313	286	214	13	1,293	856
Carleton Place.....	3	1	216	83	31	25	1,463	282
Chatham.....	127	410	1,435	801	507	115	1,463	282
Cobourg.....	7	18	471	292	321	5	244	282

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1953—LIVE APPLICATIONS AT APRIL 30, 1953

Offices	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C. 757	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements			Unplaced End of Period	(2) Live Applications at April 30, 1953
								Regular	Casual	Transfers Out		
Ontario—Continued.												
Collingwood.....	21	132	22	1	980	274	137	114	6	11	833	753
Cornwall.....	58	530	84	.....	2,357	818	592	420	56	31	2,113	1,046
Fort Erie.....	30	82	16	3	532	280	91	68	.....	.....	419	322
Fort Frances.....	38	28	30	1	439	18	18	16	.....	.....	589	359
Fort William.....	81	549	147	77	1,975	1,291	416	323	26	13	2,300	1,259
Galt.....	71	353	120	10	601	500	299	205	14	1	561	383
Gananoque.....	7	87	13	1	247	129	113	56	19	2	197	126
Goderich.....	20	101	44	1	459	147	79	319	42	1	186	186
Guelph.....	150	238	175	1	690	482	291	133	16	.....	660	415
Hamilton.....	508	2,052	405	101	7,874	5,082	2,612	1,306	489	1	6,879	5,358
Hawkesbury.....	13	65	41	.....	1,111	199	137	72	13	3	1,078	724
Ingersoll.....	36	303	140	1	362	648	401	168	.....	.....	799	1,131
Kapuskasing.....	32	42	10	.....	460	298	46	41	.....	.....	664	385
Kenora.....	10	677	199	.....	564	907	783	488	39	4	1,090	831
Kingston.....	139	677	142	.....	1,252	645	166	62	18	40	1,147	922
Kirkland Lake.....	43	618	189	.....	1,977	874	704	409	58	3	902	610
Kitchener—Waterloo.....	210	118	262	2	1,980	387	383	59	27	119	412	423
Leamington.....	22	115	39	.....	635	233	147	71	10	.....	422	222
Lindsay.....	48	160	89	.....	380	102	55	37	.....	2	334	185
Listowel.....	28	67	47	.....	266	102	55	37	.....	2	334	185
London.....	608	1,950	704	2	2,981	2,779	2,233	1,057	305	3	2,558	2,072
Midland.....	23	283	60	1	1,277	339	297	228	9	3	791	387
Napanee.....	2	32	.....	.....	1,829	207	42	30	.....	3	611	331
New Toronto.....	172	1,067	400	8	1,841	1,655	993	545	19	47	1,271	1,000
Niagara Falls.....	61	459	124	2	1,100	892	470	282	50	.....	884	842
North Bay.....	38	499	91	1	1,288	1,358	511	192	189	6	1,684	842
Orillia.....	17	254	23	1	814	371	310	202	41	8	668	338
Oshawa.....	123	965	192	36	2,051	2,044	1,034	598	112	3	1,885	598
Ottawa.....	994	1,723	1,020	2	4,058	2,469	1,619	827	275	10	3,665	2,371
Owen Sound.....	68	261	140	1	1,509	451	434	137	30	.....	1,111	528
Parry Sound.....	5	53	4	.....	430	250	89	138	.....	8	411	202
Pembroke.....	71	365	63	3	1,009	1,042	403	180	120	13	1,315	818
Perth.....	28	57	25	.....	1,490	145	60	50	.....	1	511	328
Peterborough.....	39	293	69	.....	2,123	883	372	229	2	.....	1,978	1,636
Pictou.....	10	69	20	.....	515	125	84	32	43	.....	411	193
Port Arthur.....	47	466	98	10	2,904	2,632	534	302	21	80	4,154	3,103
Port Colborne.....	9	57	13	2	642	306	65	189	.....	.....	369	369
Prescott.....	20	452	143	130	440	314	216	98	11	.....	619	356
Renfrew.....	14	124	26	.....	326	190	110	98	4	2	302	215
St. Catharines.....	139	692	141	2	2,129	1,299	849	497	46	1	1,732	1,369
St. Thomas.....	55	382	70	1	646	687	491	166	25	.....	635	480

Sarnia.....	53	222	53	2	1,704	705	341	162	27	1	1,512	1,080
South Ste. Marie.....	120	404	138	12	1,117	996	552	236	11	.....	1,308	982
Simco.....	31	172	68	3	796	481	244	179	63	.....	1,308	834
Simcoe Cookout.....	9	55	26	.....	236	200	30	217	1	.....	312	280
Smiths Falls.....	14	53	19	.....	431	178	49	33	4	.....	414	181
Stratford.....	83	179	98	.....	179	297	222	710	18	.....	641	365
Stratford Falls.....	6	116	7	.....	898	731	122	94	9	.....	1,276	880
Sturgeon.....	88	509	143	.....	3,028	631	531	272	73	.....	3,561	2,481
Sudbury.....	45	375	183	1	1,506	1,316	466	194	73	33	1,991	1,843
Timmins.....	4,426	11,488	4,756	33	22,541	16,753	11,642	5,783	1,501	318	20,005	13,540
Toronto.....	42	222	58	.....	835	524	257	161	5	.....	753	529
Trenton.....	25	109	47	1	559	150	164	274	.....	3	449	277
Walkerton.....	12	135	12	.....	613	271	177	113	15	.....	558	484
Wallaceburg.....	25	331	28	.....	1,415	1,408	425	268	34	1	1,375	865
Welland.....	326	432	333	104	586	672	312	268	.....	3	3,615	327
Weston.....	757	2,105	384	.....	4,898	2,367	1,463	150	1	1	3,841	2,995
Windsor.....	78	192	103	.....	325	341	171	113	11	.....	365	256
Woodstock.....	2,007	5,911	2,739	74	22,053	11,294	5,761	2,025	1,691	61	21,505	14,480
Manitoba.....	2,199	4,095	2,400	20	13,223	5,617	4,112	1,848	659	34	12,122	5,702
Brandon.....	33	100	58	.....	1,880	637	332	191	56	3	1,740	1,083
Dauphin.....	98	106	56	.....	894	301	102	48	8	2	888	625
Flin Flon.....	38	156	59	51	142	179	100	32	29	2	154	149
Portage la Prairie.....	35	85	35	5	1,014	388	133	67	31	.....	941	675
The Pas.....	30	85	35	8	101	57	40	34	.....	.....	80	75
Winnipeg.....	1,609	5,047	2,245	9	18,072	9,732	5,054	1,653	1,567	54	17,702	11,873
Saskatchewan.....	1,571	4,095	2,400	20	13,223	5,617	4,112	1,848	659	34	12,122	5,702
Estevan.....	22	139	57	.....	264	121	169	101	5	.....	220	179
North Battleford.....	156	513	294	8	1,329	704	430	229	68	.....	1,168	583
Prince Albert.....	48	143	128	.....	904	217	71	51	.....	.....	932	649
Regina.....	270	269	100	.....	1,532	626	253	154	33	.....	1,508	1,263
Saskatoon.....	572	1,045	651	.....	2,892	1,479	1,366	687	305	24	2,332	723
Swift Current.....	71	138	97	4	3,811	1,706	1,455	418	202	5	3,738	1,330
Teachers' Office (Prov. of Saskatchewan).....	26	129	38	.....	713	167	95	79	10	1	521	234
Weyburn.....	51	124	84	.....	309	138	73	57	8	.....	280	14
Yorkton.....	96	177	136	7	1,507	411	186	65	28	.....	1,382	683
Alberta.....	3,537	7,474	4,057	209	18,378	12,948	7,695	3,771	997	284	18,237	11,638
Blairmore.....	69	49	40	2	427	166	46	46	.....	.....	373	359
Calgary.....	849	2,704	1,051	2	5,280	4,575	2,893	1,370	498	38	5,023	3,324
Drumheller.....	15	121	48	13	488	108	108	102	.....	2	772	661
Edmonton.....	2,072	3,784	2,233	64	8,408	5,528	3,602	1,508	462	242	8,443	4,943
Edson.....	150	398	140	80	170	609	390	289	.....	.....	245	245
Lethbridge.....	237	605	367	.....	2,257	770	435	326	31	2	2,077	1,268
Medicine Hat.....	57	190	87	1	731	353	222	72	5	.....	383	384
Red Deer.....	58	106	45	4	561	307	75	58	1	.....	525	384
Yellowknife.....	30	117	66	38	64	22	4	.....	.....	.....	58	80

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1953—LIVE APPLICATIONS AT APRIL 30, 1953

Offices	(1) Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Placements		Unplaced End of Period April 30 1953	Source: U.I.C. 757 (2) Live Appli- cations at April 30 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers in	Unplaced Beginning Period	Regis- tered During Period	Referred to Vacancies	Regular		Casual	Transfers Out			
British Columbia.	1,690	10,684	2,684	110	56,597	26,299	11,502	6,200	1,901	85	49,046	35,692		
Chilliwack.....	27	305	67	1	1,962	537	350	222	40	5	1,612	1,134		
Courtenay.....	53	195	21	13	1,692	581	186	196	12	2	1,162	809		
Crabbrook.....	11	33	26	2	1,755	378	46	9			795	563		
Dawson Creek.....	18	233	18		244	277	225	213			244	318		
Duncan.....	58	280	38	2	777	435	314	240	4	1	486	308		
Kamloops.....	20	325	25		923	496	311	307			790	674		
Kelowna.....	34	166	33		1,368	307	80	29	32		1,111	523		
Mission City.....	29	158	57		1,350	503	164	136	1	3	1,230	793		
Nanaimo.....	28	222	86		1,591	708	366	220	6	16	1,270	829		
Nelson.....	12	141	85	3	1,674	411	148	107	9		1,538	1,175		
New Westminster.....	34	498	10		6,630	2,759	529	356	56	15	5,846	4,179		
Penticton.....	19	145	10		1,422	303	154	96	39		1,199	591		
Port Alberni.....	7	125	10		486	183	130	105			371	315		
Prince George.....	85	749	78	10	988	1,604	865	714	6	7	1,211	1,736		
Prince Rupert.....	33	362	37		1,534	428	363	276			1,166	690		
Princeton.....	2	53	2	1	378	75	55	52			283	161		
Trail.....	41	223	29		903	510	214	190	9		865	558		
Vancouver.....	856	4,560	1,326	5	26,653	12,999	5,413	1,799	1,382	25	23,228	17,068		
Vernon.....	18	172	31	8	1,692	464	170	126	13		1,415	734		
Victoria.....	280	1,201	328	3	3,224	2,075	1,299	688	276	9	2,829	2,191		
Whitehorse.....	30	498	365	53	351	266	120	102			389	347		
Canada.	30,450	101,154	38,195	1,416	419,641	221,316	103,336	55,856	13,415	1,977	420,672	299,376		
Males.	16,346	61,241	21,513	1,336	345,191	167,749	63,067	37,668	5,386	1,844	351,074	241,982		
Females.	14,104	39,913	16,682	80	74,450	53,567	40,869	18,188	8,029	133	69,598	57,394		

(1) Includes current and deferred vacancies.

(2) Latest figures subject to revision.

Louisville is not shown in the list of local offices but the figure for "Live Applications" is included in the total.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)
(1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (3 months).....	514,443	170,150	684,593	114,854	70,037	184,891

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 1, 1953 TO MARCH 31, 1953
(Source: U.I.C. 751)

Industry (2)	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		
	Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual		Reg-ular	Cas-ual	Reg-ular	Cas-ual
Agriculture.....	1		70	36		35	20		17	10		293	197	6	23	2,193	1,123	48	87					
Forestry.....	2	1	2	1		307	255	2	1	240	182	6	28	4,752	3,030	3	463	2,313	2,121	5	67			
Fishing and Trapping.....												4	2			7	3			1				
Mining, Quarrying and Oil Wells.....	23	7				454	408		1	107	99					770	310		286	15	63			
Metal Mining.....	22	6				475	399		1	88	83					658	231		208	14	63			
Fuels.....						9	9			9	9					5	1		7	1				
Non-Metal Mining.....																49	57		54	42				
Quarrying, Clay and Sand Pits.....																								
Prospecting.....	1	1								2	2					24	17		23					
										8	6					34	4		6					
Manufacturing.....	132	46	5	1	2	2,300	1,770	213	13	1,645	1,164	45	4	27,845	17,404	270	190	33,611	22,937	1,552	859			
Foods and Beverages.....	17	13				367	152	26	1	187	162	15		1,836	1,105	13	3	2,970	1,977	144	3			
Tobacco and Tobacco Products.....																326	300		27	15	5			
Rubber Products.....																326	233		404	258	44			
Leather Products.....																1,711	1,090	3	1	815	573			
Textile Products (except clothing.....																								
Clothing (textile and fur).....	100	26	1	1	9	10	9	2		607	586	11				2,277	1,571	19	40	1,589	1,230			
Wood Products.....	4	2				82	76	2		44	26	1				7,705	4,494	9	8	2,737	1,558			
Paper Products.....			12	10	7	8	268	222	3	288	222	3	1			1,655	1,223	40	5	1,660	1,120			
Printing, Publishing and Allied Industries.....	3	3				8	6			118	112	3				907	520	1	3	860	548			
Iron and Steel Products.....	1																							
Transportation Equip-ment.....	3	3	3	2	4	40	32	5	1	18	11	1				909	546	23	3	1,230	789			
Non-Ferrous Metal Pro-ducts.....						430	343	84	5	72	56	2	1			2,971	2,111	29	24	5,586	3,828			
Electrical Apparatus and Supplies.....																								
Non-Metallic Mineral Products.....						16	12	6	1															
Products of Petroleum and Coal.....	1	1				27	19	5		10	13					1,007	552	4	3	2,093	1,359			
Chemical Products.....																								
Miscellaneous Manu-facturing Industries.....						3	1	2		3	5	6				149	33			60				
						25	11	2		5	5					1,418	734	20	2	1,432	928			
						12	4			33	31					949	557	53	1	1,411	997			

Construction	265	194	6	8	49	47	2	39	1,036	661	89	150	2,125	887	59	75	7,563	5,963	303	344	8,912	6,557	545
General Contractors.....	242	175	5	8	39	39	.....	32	793	529	37	144	1,977	774	52	74	5,098	3,934	234	267	6,482	3,795	525
Special Trade Contractors.....	23	19	1	.....	10	8	2	7	243	132	52	6	148	113	7	1	2,464	2,029	69	77	2,430	1,762	192
Transportation, Storage and Communication	34	1	2	.....	14	8	3	2	839	185	527	5	1,007	512	283	2	3,349	1,753	607	8	3,866	2,245	603
Transportation.....	32	1	.....	.....	10	6	1	2	784	155	506	5	945	471	373	2	2,710	1,500	568	8	2,767	1,636	458
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	18	.....	15	.....	43	28	9	.....	229	111	3	.....	787	483	73
Communication.....	2	.....	2	.....	4	2	2	.....	37	27	6	.....	19	10	1	.....	410	112	16	.....	312	126	93
Public Utility Operation	5	2	3	.....	.....	.....	.....	.....	58	11	42	.....	3	2	.....	.....	712	186	8	6	420	246	11
Trade	97	63	4	.....	217	131	69	.....	1,553	793	252	2	1,147	773	124	4	8,194	4,527	473	41	14,503	7,883	1,950
Wholesale.....	43	23	4	.....	66	53	11	.....	491	127	127	.....	358	240	51	.....	2,543	1,280	84	3	4,424	2,419	832
Retail.....	54	38	.....	.....	151	78	58	.....	1,119	602	125	2	789	533	73	4	5,651	3,247	389	38	10,079	5,464	1,118
Finance, Insurance and Real Estate	22	5	.....	.....	19	12	.....	.....	174	88	13	.....	158	78	15	.....	1,105	638	18	2	2,445	1,170	54
Service	159	70	13	.....	422	210	99	4	2,896	1,125	961	6	1,826	885	474	8	20,855	10,288	5,410	169	24,928	11,633	5,619
Community or Public Service.....	15	9	1	.....	53	35	12	.....	311	134	65	1	181	117	18	.....	1,057	620	33	1	2,614	1,462	259
Government Service.....	95	38	1	.....	57	49	.....	4	704	379	111	3	319	300	19	7	2,556	1,864	160	12	3,505	2,540	149
Recreation Service.....	7	5	.....	.....	7	5	2	.....	68	43	14	.....	56	26	24	.....	305	134	36	1	683	355	97
Business Service.....	.....	.....	.....	.....	5	5	.....	.....	47	42	32	.....	127	118	5	.....	2,400	1,788	171	3	1,502	785	95
Personal Service.....	42	18	11	.....	300	116	85	.....	1,716	527	739	2	1,143	324	408	1	14,537	5,882	5,010	152	16,624	6,491	5,049
Totals	740	389	33	14	957	549	175	46	9,682	5,316	2,099	178	8,275	4,892	1,106	121	75,442	41,298	7,098	1,293	93,683	56,306	10,422
Men.....	484	258	30	14	309	215	32	43	6,563	3,863	1,371	168	5,906	3,601	733	116	44,932	29,291	2,041	1,106	56,630	36,722	5,791
Women.....	256	131	3	.....	648	334	143	3	3,119	1,453	728	10	2,369	1,291	373	5	30,510	15,007	5,057	187	37,053	19,484	4,631

(1) Current and deferred vacancies reported during the period.

(2) Commencing January 2, 1953, the Standard Industrial Classification of the Dominion Bureau of Statistics replaced the Industrial Classification of the Department of Labour.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 1, 1953 TO MARCH 31, 1953—Conte.

(Source: U.I.C. 751)

Industry (1)	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual		
Agriculture	422	240	2	7	1,121	467	7	27	1,056	690	12	30	324	256	23	3	5,532	3,039	98	177
Forestry	533	459	3	3	37	32			1,080	758		293	1,807	1,616	2	5	11,073	8,455	18	869
Fishing and Trapping	3	3											5	4	1		19	12	1	1
Mining, Quarrying and Oil Wells																				
Metal Mining.....	102	61		27	56	40	4	3	1,451	490	6	182	851	293	3	25	4,359	1,994	28	333
Fuels.....	86	54		25	5	5		1	433	68		138	732	248	3	20	2,330	828	17	287
Non-Metal Mining.....	6				25	4	4		566	279	5	33	93	20		5	1,208	814	10	20
Quarrying, Clay and Sand Pits.....					8	6		2	8	3	1		82	19			210	136	1	35
Prospecting.....	10	7		1	5	4			14	1			2	2			103	45		11
					430	139							10	13			508	171		
Manufacturing	3,360	1,647	302	5	778	412	86	4	2,417	1,398	152	72	5,053	3,970	278	31	77,305	51,152	2,945	1,159
Foods and Beverages.....	501	255	75		187	111	17	2	398	210	56	1	470	321	61	3	7,070	4,393	408	13
Tobacco and Tobacco Products.....																	353	315	5	
Rubber Products.....	9	3	0										4	1			754	302	66	3
Leather Products.....	73	35	6		19	2	9		21	12			65	48			2,800	1,847	27	5
Textile Products (except clothing).....	122	68	8		11	9			22	15	1		51	41			4,793	3,556	130	40
Clothing (textile and fur).....	1,125	507	42		31	15	1		137	106			219	143	2		12,084	8,927	108	40
Wood Products.....	1,327	127	112	1	70	52	2		550	418	17	51	2,505	2,249	82	15	7,129	5,470	398	108
Paper Products.....	76	43	15		4	3			26	7			232	180	3		2,244	1,429	128	21
Printing, Publishing and Allied Industries.....	177	86	31		58	42	4		149	89	10	4	186	87	44	1	2,801	1,684	170	11
Iron and Steel Products.....	266	173	3	1	111	36	42		234	128	19	4	322	226	12		10,001	6,908	475	133
Transportation Equipment.....	241	149	2	2	155	83	2	2	422	207	3	3	373	276	18	6	13,334	9,622	317	699
Non-Ferrous Metal Products.....	51	31	2		6	4			11	8			208	183	8		2,621	1,870	141	16
Electrical Apparatus and Supplies.....	148	49	2		3	2			12	5	2		104	38	1		3,384	2,017	95	22
Non-Metallic Mineral Products.....	29	13			52	24	1		157	109	12		30	16	4		1,576	1,087	97	5
Products of Petroleum and Coal.....	34	17		1	52	21	14		109	25	3	6	92	21	22		549	178	41	9
Chemical Products.....	79	33	1		10	2	4		119	45	29		120	88	8		3,208	1,846	168	26
Miscellaneous Manufacturing Industries.....	102	58	3		9	6			49	14				36	5	1	2,614	1,703	128	12
Construction	824	492	19	74	706	470	64	19	2,405	1,391	164	40	3,139	2,402	146	55	27,024	19,064	1,387	1,349
General Contractors.....	633	368	14	70	497	333	44	7	1,639	1,007	99	22	2,740	2,128	84	36	20,141	14,082	912	1,129
Special Trade Contractors.....	191	124	5	4	209	137	20	12	766	384	65	18	399	274	62	19	6,883	4,982	475	220
Transportation, Storage and Communication																				
Transportation.....	728	251	97	8	692	331	84	1	943	429	94	10	1,159	697	193	2	12,631	6,442	2,593	81
Storage.....	610	223	78	7	495	239	68		730	337	50	9	1,007	604	175	2	10,091	5,175	2,274	71
Communication.....	81	37	19	1	43	25	10		141	49	43		69	43	13		1,411	809	187	6
Communication.....	37	21			153	67	6	1	72	43	1	1	83	50	5		1,129	458	132	4
Public Utility Operation	64	43	1		61	31	12		123	52		4	40	27	1		1,456	862	78	17

Trade.	3,588	1,109	1,290	5	2,293	1,157	570	10	3,583	1,870	795	54	4,502	2,005	1,569	12	39,777	20,311	7,196	185
Wholesale.....	1,633	490	735	2	821	393	260	2	1,449	714	350	4	1,261	666	312	3	13,032	6,461	2,766	47
Retail.....	1,955	629	655	3	1,572	764	310	8	2,134	1,156	445	50	3,241	1,339	1,257	9	26,745	13,850	4,430	138
Finance, Insurance, and Real Estate.	455	215	15	.....	248	145	5	1	699	338	15	.....	594	359	7	.....	5,889	3,048	142	18
Service.	5,770	1,303	2,954	23	3,938	1,194	716	8	6,373	2,426	1,505	38	6,687	3,678	1,151	29	73,004	32,812	18,932	351
Community or Public Service.....	742	288	174	2	330	169	29	1	850	398	72	.....	6,585	402	62	.....	6,738	3,616	725	22
Government Service.....	433	239	29	3	472	216	21	1	882	410	13	21	1,297	1,062	20	11	10,330	7,138	523	72
Recreation Service.....	112	47	13	.....	130	30	79	.....	1,140	43	6	.....	1,128	64	16	5	1,646	7,752	344	15
Business Service.....	251	117	18	.....	109	62	7	1	425	218	9	.....	492	261	16	.....	5,318	3,396	353	21
Personal Service.....	4,232	632	2,718	13	2,047	717	580	5	4,076	1,318	1,350	11	4,255	1,887	1,037	4	48,972	17,912	16,987	221
Totals.	15,819	5,853	4,780	152	9,180	4,279	1,558	73	20,130	9,842	2,743	723	24,161	15,207	3,374	154	258,099	146,931	33,388	4,572
Men.....	7,055	3,309	1,103	150	5,089	2,475	892	65	11,891	6,018	1,234	707	14,450	10,392	2,235	156	183,309	98,174	13,462	4,218
Women.....	8,794	2,544	3,677	2	4,091	1,804	666	8	8,239	3,824	1,509	16	9,711	4,915	2,139	4	104,790	50,757	13,926	354

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of March, 1953		
		Number Com- mencing Benefit	Number of Days Benefit	Amount of Benefit Paid
Newfoundland.....	5,341	3,217	228,315	766,687
Prince Edward Island.....	1,113	399	48,224	140,941
Nova Scotia.....	10,968	5,153	321,635	1,006,666
New Brunswick.....	10,578	5,140	303,956	952,518
Quebec.....	84,756	45,516	2,536,298	7,950,735
Ontario.....	53,293	29,202	1,609,564	5,004,237
Manitoba.....	9,320	4,409	323,943	971,330
Saskatchewan.....	5,513	2,361	190,843	591,433
Alberta.....	8,968	5,799	287,166	942,895
British Columbia.....	21,592	13,487	763,761	2,469,383
Total, Canada, March, 1953.....	211,442	114,683	6,613,705	20,796,825
Total, Canada, February, 1953.....	249,889	121,507	5,918,651	18,505,590
Total, Canada, March, 1952.....	216,251	90,354	5,537,221	14,932,190

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MARCH 31, 1953*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	12,916	1,631	469	1,172	2,641	3,742	3,261
Male.....	12,531	1,575	455	1,128	2,570	3,655	3,148
Female.....	385	56	14	44	71	87	113
Prince Edward Island.....	2,711	199	130	224	414	721	1,023
Male.....	2,370	178	113	181	363	636	899
Female.....	341	21	17	43	51	85	124
Nova Scotia.....	20,800	3,751	1,406	2,330	3,731	3,830	5,752
Male.....	18,615	3,475	1,279	2,098	3,295	3,427	5,041
Female.....	2,185	276	127	232	436	403	711
New Brunswick.....	22,974	3,782	1,972	2,863	4,213	3,757	6,387
Male.....	20,504	3,472	1,803	2,628	3,813	3,272	5,516
Female.....	2,470	310	169	235	400	485	871
Quebec.....	145,527	27,439	13,643	22,391	30,279	22,071	29,704
Male.....	127,630	24,449	12,163	20,153	27,216	19,258	24,391
Female.....	17,897	2,990	1,480	2,238	3,063	2,813	5,313
Ontario.....	87,558	16,452	7,313	11,318	16,069	14,102	22,304
Male.....	70,209	12,847	6,020	9,269	12,981	11,322	17,770
Female.....	17,349	3,605	1,293	2,049	3,088	2,780	4,534
Manitoba.....	17,919	2,251	871	1,500	3,106	3,497	6,694
Male.....	13,658	1,598	630	1,138	2,136	2,651	5,505
Female.....	4,261	653	241	362	970	846	1,189
Saskatchewan.....	9,394	832	442	854	1,693	2,179	3,394
Male.....	8,097	676	370	725	1,446	1,857	3,023
Female.....	1,297	156	72	129	247	322	371
Alberta.....	18,407	3,564	1,609	2,891	3,426	2,973	3,944
Male.....	16,407	3,269	1,446	2,658	3,014	2,582	3,438
Female.....	2,000	295	163	233	412	391	506
British Columbia.....	40,675	6,355	2,666	4,321	6,527	6,677	14,129
Male.....	32,770	5,238	2,112	3,387	5,091	5,377	11,565
Female.....	7,905	1,117	554	934	1,436	1,300	2,564
TOTAL.....	378,881	66,256	30,521	49,864	72,099	63,549	96,592
MALE.....	322,791	56,777	26,391	43,365	61,925	54,037	80,296
FEMALE.....	56,090	9,479	4,130	6,499	10,174	9,512	16,296

* Regular and supplementary benefit.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
MARCH, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,772	4,292	480	5,468	2,509	2,959	2,015
Prince Edward Island.....	923	827	96	968	402	566	196
Nova Scotia.....	9,441	6,824	2,617	9,339	5,965	3,374	2,561
New Brunswick.....	10,271	8,088	2,183	10,255	5,869	4,386	3,069
Quebec.....	72,354	55,019	17,335	68,763	44,575	24,188	24,217
Ontario.....	45,013	32,180	12,833	44,655	30,062	14,593	9,308
Manitoba.....	6,838	5,337	1,501	7,030	3,767	3,263	1,006
Saskatchewan.....	3,457	2,838	619	3,740	1,649	2,091	560
Alberta.....	8,965	7,192	1,773	8,302	5,308	2,994	2,416
British Columbia.....	17,680	11,737	5,943	17,979	10,408	7,571	4,051
Total Canada, March, 1953.....	179,714*	134,334	45,380	176,499*	110,514	65,985	49,399
Total Canada, Feb., 1953.....	171,658	127,897	43,761	181,580	117,671	63,909	46,184
Total Canada, March, 1952.....	154,356	119,036	35,320	150,976	100,702	50,274	41,036

* In addition, revised claims received numbered 23,466. In addition, 23,746 revised claims were disposed of. Of these, 2,020 were special requests not granted, and 1,340 were appeals by claimants. There were 2,777 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of March 1953	Month of February, 1953	Month of March, 1952
Claims Disallowed—			
Regular.....	51,773	49,752	40,170
Supplementary.....	10,654	12,857	9,817
Claimants Disqualified*—			
Not unemployed.....			3,484
Disqualification—total.....	6,734	6,731	
6 days or less.....	4,345	4,452	
7 days or more.....	2,389	2,279	
Not capable of and not available for work.....	2,224	2,209	1,809
Loss of work due to a labour dispute.....	149	161	101
Refused offer of work and neglected opportunity to work.....	1,455	1,325	1,308
Discharged for misconduct.....	1,007	968	921
Voluntarily left employment without just cause.....	7,108	6,863	6,306
Failure to fulfil additional conditions imposed upon certain married women..	999	1,192	958
Other reasons†.....	3,218	2,879	1,821
Total.....	85,321	84,937	66,695

* Claimants disqualified, March, 1953, include 6,696 on revised and 1,986 on supplementary.

†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—February.....	3,110,000	2,791,500	318,500†
March.....	3,096,000	2,779,600	316,400†
April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600
February.....	3,283,000	2,928,300	354,700†

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS			DISBURSEMENTS				
	CONTRIBUTIONS (Gross less refunds)			Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Fines					Ordinary	Supplementary	Total
	Employer and Employee	Government						
1942.....	36,435,609 05	7,287,121 81	.....	269,268 74	\$	27,752 92	\$	27,752 92
1943.....	57,434,651 43	11,437,057 90	.....	1,840,448 56	\$	716,012 75	\$	716,012 75
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,872,047 14	\$	1,721,666 29	\$	1,721,666 29
1945.....	63,728,955 44	12,746,170 30	2,041 02	6,195,926 42	\$	4,966,483 51	\$	4,966,483 51
1946.....	62,566,589 68	12,513,778 68	2,303 66	6,116,768 84	\$	31,993,240 34	\$	31,993,240 34
1947.....	76,015,030 91	15,203,457 58	2,320 33	7,629,985 56	\$	43,114,329 18	\$	43,114,329 18
1948.....	83,870,534 47	16,366,400 70	5,322 60	9,560,776 12	\$	34,947,020 32	\$	34,947,020 32
1949.....	98,581,559 98	20,934,013 71	8,359 08	12,113,317 55	\$	49,826,752 16	\$	49,826,752 16
1950.....	104,432,115 84	20,934,393 20	17,731 42	14,391,257 71	\$	85,006,136 24	\$	85,006,136 24
1951.....	128,744,248 83	27,566,383 16	34,656 50	15,630,847 06	\$	83,082,101 75	\$	83,082,101 75
1952.....	153,887,898 49	30,815,284 37	33,344 00	19,046,503 98	\$	85,559,677 68	\$	85,559,677 68
April.....	12,671,440 30	2,535,285 65	3,119 00	1,700,036 07	\$	13,690,136 08	\$	13,690,136 08
May.....	12,791,404 23	2,596,897 47	4,503 00	1,777,710 90	\$	10,337,140 82	\$	10,337,140 82
June.....	12,738,270 63	2,547,973 94	3,400 82	1,743,039 12	\$	6,720,629 80	\$	6,720,629 80
July.....	12,102,340 86	2,407,736 67	3,824 03	1,836,569 53	\$	6,288,648 31	\$	6,288,648 31
Aug.....	12,687,422 39	2,527,336 65	2,826 18	1,866,614 05	\$	6,232,755 55	\$	6,232,755 55
Sept.....	12,688,942 12	2,536,678 64	2,821 80	1,839,166 36	\$	5,703,681 21	\$	5,703,681 21
Oct.....	13,642,632 91	2,729,488 83	5,830 70	1,921,496 05	\$	8,708,185 50	\$	8,708,185 50
Nov.....	13,980,533 54	2,796,355 55	2,947 30	1,945,303 58	\$	6,428,185 50	\$	6,428,185 50
Dec.....	13,522,009 15	2,703,029 66	2,053 70	2,038,098 99	\$	10,918,642 07	\$	10,918,642 07
Jan.....	12,453,781 44	2,432,788 10	1,268 36	2,045,202 17	\$	17,498,031 37	\$	17,498,031 37
Feb.....	13,435,589 58	2,687,719 99	1,722 00	1,843,130 97	\$	18,498,458 87	\$	18,498,458 87
Mar.....	*12,450,227 88	2,501,322 28	2,268 85	2,394,369 65	\$	20,788,879 00	\$	20,788,879 00
SUB-TOTAL.....	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	\$	128,814,174 79	\$	128,814,174 79
TOTAL.....	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	\$	549,775,347 93	\$	549,775,347 93

*Stamps \$5,537,456.47 Meter \$1,516,185.87 Bulk \$5,343,779.26 Arm. Ser. \$63,585.38 Sp. Force \$6,530.24 Reg. Force \$52,691.66 Total \$12,520,227.88

†Government refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,827,834.25.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Con- sidered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	2,576	1,845	731	1,331	42,812	\$ 93,910
Prince Edward Island.....	526	470	56	437	14,101	26,725
Nova Scotia.....	2,848	2,342	506	2,179	82,149	165,218
New Brunswick.....	4,041	3,105	936	2,796	96,120	192,323
Quebec.....	12,293	14,227	5,066	15,192	569,347	1,190,364
Ontario.....	10,859	8,163	2,696	8,695	343,134	737,687
Manitoba.....	2,653	2,113	540	2,058	84,508	178,921
Saskatchewan.....	1,650	1,303	347	1,257	43,391	93,750
Alberta.....	2,185	1,517	668	1,534	50,217	113,487
British Columbia.....	5,123	4,126	997	4,013	184,366	411,236
Total March, 1953.....	51,754*	39,211	12,543	39,492†	1,510,145	3,203,621
March, 1952.....	39,377*	29,117	11,090	27,969‡	980,163	1,959,391

* There were in addition, 1,750 renewal claims in March, 1953, and 1,161 in March, 1952.

† Includes, 458 renewal claims.

‡ Includes 827 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

Year —	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914		79.7	92.2	72.1	75.1	88.3	69.6		
1929		121.7	134.7	119.7	112.6	134.8	105.0		
1933		94.4	84.9	98.6	102.5	93.3	98.2		
1939		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April	62.7	164.0	204.5	132.7	136.0	181.2	166.4	132.3	186.2
May	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March	73.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September	88.3	189.8	251.1	142.7	148.5	206.9	199.1	144.0	221.6
October	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February	89.3	190.8	246.1	144.8	151.3	214.0	200.1	146.5	221.6
March	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July	86.5	188.0	239.5	147.9	149.8	209.1	198.7	147.4	215.7
August	86.1	187.6	238.0	147.9	150.1	208.6	198.0	147.8	214.8
September	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February	83.4	184.9	227.4	150.5	154.4	205.2	191.1	149.0	209.2
March	82.7	184.2	225.7	150.7	154.3	205.5	198.3	147.9	208.0
April	82.4	183.9	223.5	150.9	155.5	205.5	198.8	148.7	207.0
May	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5

* For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services ¹
1949—						
January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—						
January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	99.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—						
January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.0
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—						
January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—						
January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	115.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF APRIL 1953

(Aug. 1939 = 100.0)

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings Services	Miscel- laneous
	April 1, 1952	March 2, 1953	April 1, 1953						
St. John's, Nfld. (1)	103.8	101.3	101.5	99.4	107.1	106.8	101.6	101.3	99.6
Halifax	177.8	173.6	173.3	215.9	128.4	155.3	221.6	187.4	139.5
St. John	186.8	180.4	180.5	218.9	128.2	151.9	228.4	189.8	151.7
Montreal	193.8	189.8	188.2	237.0	152.3	147.8	193.2	203.7	144.3
Toronto	184.8	181.2	181.0	211.7	159.9	180.7	203.2	189.8	147.9
Winnipeg	181.9	176.6	176.9	226.6	137.0	134.0	202.4	198.2	140.7
Saskatoon	183.7	182.4	182.5	235.5	134.4	160.4	216.1	203.2	133.8
Edmonton	180.0	176.3	176.4	229.9	128.2	121.3	212.1	191.3	143.5
Vancouver	192.3	187.1	187.2	232.4	138.2	177.7	216.2	195.4	153.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

*Commodities	Per	Dec. 1941	Dec. 1945	April 1950	April 1951	April 1952	March 1953	April 1953	Price April 1953
Beef, sirloin steak	lb.	120.7	154.8	273.9	355.0	341.4	297.1	292.8	81.0
Beef, round steak	lb.	125.7	167.9	304.9	393.7	383.2	329.8	323.8	76.0
Beef, blade	lb.	132.7	162.3	328.6	444.4	434.5	356.4	350.1	55.8
Beef, stewing, boneless	lb.	136.7	168.3	367.0	509.3	509.3	416.3	409.6	55.4
Lamb, leg roast	lb.	109.9	152.8	273.1	315.1	326.3	284.8	283.0	81.0
Pork, fresh loin, centre-cut	lb.	125.3	143.8	221.0	253.5	221.0	245.7	243.0	65.1
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	242.1	306.9	259.5	264.3	262.2	49.3
Bacon, side, fancy, sliced, rind-off	½ lb.	132.3	142.5	221.9	217.1	190.4	189.2	193.6	35.5
Lard, pure, package	lb.	151.3	159.6	189.2	289.9	170.6	162.8	168.3	18.3
Shortening, package	lb.	134.7	137.5	215.3	272.1	227.9	200.7	200.7	28.6
Eggs, Grade "A", large, carton	doz.	156.4	181.3	163.7	206.4	162.5	195.8	210.8	65.9
Milk	qt.	111.0	95.4	166.1	177.1	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	235.2	285.5	262.0	252.0	246.5	67.3
Cheese, plain, mild, ½ lb.	pkg.	174.6	165.4	222.2	242.4	262.5	263.3	263.3	34.9
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	183.9	191.8	191.8	191.8	12.5
Flour, all-purpose	lb.	127.3	124.2	221.2	224.2	230.2	224.3	224.3	7.6
Corn Flakes, 8 oz.	pkg.	101.1	100.0	163.0	179.3	193.2	195.4	195.4	18.0
Tomatoes, canned, 2½'s	tin	129.9	137.7	176.4	213.0	283.0	257.9	254.1	26.8
Peas, 20 oz.	tin	117.5	121.7	145.7	154.0	168.8	174.4	174.4	21.9
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	172.8	176.6	192.9	184.5	182.6	19.7
Onions, cooking	lb.	108.2	126.5	173.4	126.5	281.4	207.3	215.0	11.1
Potatoes, No. 1, table	10 lbs.	89.9	149.4	153.6	132.0	322.3	203.7	185.2	42.2
Prunes, pkg.	lb.	115.8	120.2	201.7	244.2	242.5	236.4	238.9	28.1
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	130.5	156.0	173.9	166.5	166.5	24.8
Oranges, California	doz.	132.5	154.3	161.9	165.2	146.7	124.8	121.6	33.3
Jam, Strawberry, 16 oz.	jar	111.3	115.1	146.7	165.5	167.2	154.7	153.5	25.8
Peaches, 15 oz.	tin	101.5	106.1	140.6	151.4	154.7	147.3	147.3	21.8
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	164.8	191.7	196.4	172.6	171.0	10.7
Coffee, medium quality, in bag	lb.	141.6	131.7	263.1	309.5	314.7	308.0	309.4	105.9
Ten, black, ½ lb.	pkg.	145.2	131.6	177.2	184.4	187.2	176.9	176.2	51.4

* Descriptions and Units of Sale Apply to April 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade re- moved) per lb.	Stewing, bone- less, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, bone- off, per lb.	Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103.8	.....	68.8	52.0	63.0	79.4	72.4	34.3	58.2
P.E.I.—			a	a					
2—Charlottetown.....	83.8	75.8	60.5	54.6	51.0	66.2	55.5	31.2	45.6
Nova Scotia—			a				c		
3—Halifax.....	88.3	78.2	53.8	54.5	54.2	63.5	49.1	37.1	53.9
4—Sydney.....	84.0	75.2	59.2	58.6	54.8	69.1	54.9	36.0	49.6
New Brunswick									
5—Moncton.....	83.7	75.6	55.6	50.4	46.6	69.0	51.1	36.5	49.1
6—Saint John.....	83.7	76.5	59.2	57.1	51.7	67.7	51.2	38.2	47.7
Quebec—									
7—Chicoutimi.....	97.0	94.0	63.8	51.6	51.3	59.8	52.0	35.7	47.8
8—Hull.....	74.0	74.6	52.6	53.0	46.0	62.0	48.0	32.5	49.8
9—Montreal.....	92.2	87.0	54.3	55.1	46.0	64.1	49.4	33.8	55.3
10—Quebec.....	91.1	87.7	47.1	47.3	49.4	55.4	44.8	31.0	50.5
11—Sherbrooke.....	84.3	82.0	58.2	57.0	42.7	58.4	48.9	32.8	44.0
12—Sorel.....	89.0	82.8	57.6	50.8	50.0	60.6	47.6	33.1	55.0
13—Three Rivers.....	94.1	83.2	47.9	47.1	43.1	58.5	46.7	34.7	57.4
Ontario—									
14—Brantford.....	73.0	71.1	56.4	53.9	45.6	65.4	44.0	36.3	47.8
15—Cornwall.....	72.3	72.6	49.7	53.6	40.9	62.0	48.0	35.6	51.6
16—Fort William.....	78.8	77.0	59.8	59.5	53.4	65.2	.....	35.2	58.0
17—Hamilton.....	78.8	74.3	55.1	55.4	46.1	67.5	43.4	36.9	50.8
18—Kirkland Lake.....	74.8	72.7	55.7	51.3	47.8	64.8	53.2	37.5	55.3
19—London.....	75.5	73.4	52.5	53.8	46.1	66.5	42.5	35.4	53.3
20—North Bay.....	70.2	70.8	53.2	49.0	45.7	65.9	43.3	36.3	50.7
21—Oshawa.....	72.4	73.2	51.8	53.7	46.6	64.0	40.2	35.2	47.5
22—Ottawa.....	78.1	72.7	55.2	55.8	41.4	67.9	48.2	35.6	49.4
23—Sault Ste. Marie.....	77.4	78.1	56.4	60.4	51.9	67.8	53.3	35.5	53.0
24—Sudbury.....	73.6	72.7	54.2	52.6	45.1	63.2	53.0	32.0	49.0
25—Toronto.....	82.2	78.0	55.6	55.2	46.0	64.4	40.3	35.4	48.0
26—Windsor.....	74.4	70.6	52.1	57.0	46.6	64.6	47.5	35.8	55.1
Manitoba—							d		
27—Winnipeg.....	79.4	72.9	54.2	53.2	47.9	65.4	52.4	37.5	48.9
Saskatchewan—			a						
28—Regina.....	77.7	71.7	56.3	57.5	47.2	63.0	49.8	36.7	52.3
29—Saskatoon.....	77.4	74.6	53.2	59.6	47.7	61.2	51.3	37.8	49.5
Alberta—							d		
30—Calgary.....	80.0	74.3	64.8	58.9	44.2	63.3	53.2	36.0	52.3
31—Edmonton.....	73.2	69.8	52.2	55.5	47.0	58.6	45.3	36.9	45.3
British Columbia—			a						
32—Prince Rupert.....	89.0	84.5	60.0	66.5	56.0	73.5	60.0	39.7	65.0
33—Trail.....	91.5	86.0	68.4	68.2	.....	73.2	63.7	41.9	62.3
34—Vancouver.....	90.0	81.1	63.1	61.1	54.7	73.4	58.6	38.2	54.1
35—Victoria.....	94.0	86.6	64.6	65.2	59.9	71.4	54.2	38.2	56.2

FOODS AND COAL BY CITIES, APRIL, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8.5	12.0	20.9	11.7	61.2	85.6	32.0	80.3
P.E.I.—									
2—Charlottetown.....		8.4	13.6	19.1	11.1	52.2	67.0	17.0	70.4
Nova Scotia—									
3—Halifax.....	72.8	8.2	12.8	18.4	9.6	49.7	71.1	20.5	72.4
4—Sydney.....	71.7	8.4	11.0	19.3	10.8	49.7	73.9	22.0	74.1
New Brunswick—									
5—Moncton.....		8.2	12.0	18.4	10.4	49.4	72.5	20.0	70.4
6—Saint John.....	74.6	8.1	12.7	18.7	10.0	49.9	75.1	21.0	71.5
Quebec—									
7—Chicoutimi.....	100.0	8.1	15.2	19.3	10.7	55.8	69.5	20.0	64.9
8—Hull.....		7.4	12.0	17.2	10.3	47.0	66.4	22.0	65.6
9—Montreal.....	81.3	7.5	12.0	17.4	9.5	48.4	67.8	20.0	65.2
10—Quebec.....	87.1	7.4	12.0	18.1	9.7	50.7	68.4	20.0	67.1
11—Sherbrooke.....	78.6	7.7	12.4	17.5	9.5	48.3	67.9	20.0	65.1
12—Sorel.....	88.5	7.4	12.0	17.7	9.8	46.6	65.0	19.0	65.2
13—Three Rivers.....		7.4	11.3	17.4	10.4	49.6	68.2	19.0	65.8
Ontario—									
14—Brantford.....	81.8	7.7	12.0	17.4	9.9	45.2	65.2	21.0	66.2
15—Cornwall.....		7.3	12.0	18.0	10.2	47.6	64.4	19.0	66.1
16—Fort William.....		7.2	13.3	18.8	11.3	53.8	63.2	23.0	66.3
17—Hamilton.....	88.5	7.9	12.0	17.5	10.2	46.5	66.5	22.0	67.0
18—Kirkland Lake.....	85.5	8.0	11.3	18.9	11.2	51.0	72.0	25.0	69.4
19—London.....	88.4	7.5	12.0	17.4	10.2	45.2	61.2	21.0	67.2
20—North Bay.....	76.3	7.8	12.7	19.5	11.3	50.0	68.3	22.0	67.8
21—Oshawa.....		7.6	12.0	17.1	9.7	46.0	64.5	21.0	65.5
22—Ottawa.....	79.2	7.6	12.0	17.6	10.3	48.9	69.0	21.8	67.6
23—Sault Ste. Marie.....		7.8	13.3	18.9	11.0	48.8	70.8	23.0	68.7
24—Sudbury.....	79.3	8.1	12.7	18.3	10.9	48.1	68.3	23.0	68.1
25—Toronto.....	83.9	7.6	12.0	17.3	9.8	45.1	63.0	22.0	66.6
26—Windsor.....	81.6	7.7	12.0	17.9	10.5	47.6	65.9	22.0	67.0
Manitoba—									
27—Winnipeg.....	81.2	7.1	14.0	17.8	12.5	66.9	61.1	20.0	65.2
Saskatchewan—									
28—Regina.....	75.0	7.2	12.8	18.8	13.0	65.1	55.4	20.0	62.6
29—Saskatoon.....		7.1	12.8	17.6	14.0	61.5	54.9	20.0	64.2
Alberta—									
30—Calgary.....	83.4	7.2	12.8	18.2	12.1	59.7	56.6	21.0	63.2
31—Edmonton.....	76.2	7.2	12.0	17.8	12.0	61.7	55.3	20.0	65.5
British Columbia—									
32—Prince Rupert.....	95.0	8.1	15.0	18.9	11.5	62.3	67.9	31.0	68.0
33—Trail.....	93.2	7.5	16.0	18.3	12.1	64.4	65.4	25.0	66.1
34—Vancouver.....	81.8	7.3	14.9	17.8	9.9	57.5	64.7	21.8	65.9
35—Victoria.....	91.1	7.6	14.9	17.9	10.2	58.5	69.4	24.0	66.2

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per ½ lb. pkg.	Lard, pure, per ½ lb. pkg.	Shortening, per ½ lb. pkg.	Salmon, canned, fancy pink per ½ lb. flat	Orange juice, unsweetened per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	Oranges, California, 28's, per doz.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36-1	33-9	.....	33-1	.....	16-3	50-1	32-4	25-2	24-3	43-8
P.E.I.—											
2—Charlottetown.....	37-3	.....	19-8	29-8	28-2	18-1	20-8	29-0	22-4	22-0	34-5
Nova Scotia—											
3—Halifax.....	35-3	39-7	19-9	28-7	24-9	16-9	22-4	27-6	23-4	19-9	36-6
4—Sydney.....	36-9	36-9	19-4	28-3	26-4	17-9	23-4	28-8	22-8	21-8	33-9
New Brunswick—											
5—Moncton.....	34-9	39-1	20-9	28-9	26-2	16-2	22-4	28-2	22-9	19-8	36-9
6—Saint John.....	36-6	39-2	20-2	28-6	26-0	16-6	20-8	26-0	23-2	19-8	36-3
Quebec—											
7—Chicoutimi.....	36-9	.....	19-2	34-3	27-2	18-8	.....	27-0	22-8	20-7	35-7
8—Hull.....	33-5	.....	17-6	28-4	26-3	15-8	21-0	24-0	20-1	17-5	30-6
9—Montreal.....	34-3	.....	19-0	28-4	26-3	16-3	20-9	22-9	21-4	20-2	31-8
10—Quebec.....	34-8	.....	20-0	28-4	26-6	16-5	20-2	24-8	21-3	18-7	32-1
11—Sherbrooke.....	34-8	.....	18-9	30-0	24-4	16-5	21-3	23-4	21-4	20-5	33-0
12—Sorel.....	32-8	.....	18-4	29-0	26-4	16-3	22-8	25-3	18-8	18-7	35-4
13—Three Rivers.....	34-4	.....	18-6	28-5	25-8	17-6	.....	24-2	21-5	20-7	32-4
Ontario—											
14—Brantford.....	33-8	39-4	18-2	27-5	24-4	16-5	21-1	25-9	20-6	18-2	30-0
15—Cornwall.....	34-5	38-9	18-6	28-1	25-2	15-9	19-4	24-7	19-5	19-5	30-0
16—Fort William.....	36-1	40-0	17-6	28-0	25-5	17-8	20-9	26-6	21-7	19-6	34-5
17—Hamilton.....	34-6	39-6	18-7	28-1	24-9	16-1	19-2	24-7	20-8	17-5	33-0
18—Kirkland Lake.....	35-4	39-0	18-9	29-2	26-8	18-1	22-6	26-2	.....	20-1	36-0
19—London.....	33-5	39-0	19-2	26-6	26-3	16-2	19-9	25-1	20-7	17-7	29-1
20—North Bay.....	35-6	38-5	20-0	28-0	31-8	15-8	.....	26-2	22-4	19-8	33-6
21—Oshawa.....	33-2	39-8	18-6	26-0	23-3	15-6	20-0	26-2	20-5	17-2	30-0
22—Ottawa.....	34-1	39-4	18-3	28-3	25-8	15-9	21-7	24-6	21-6	17-7	29-4
23—Sault Ste. Marie.....	35-7	38-6	19-6	28-8	26-7	16-8	.....	26-6	22-3	19-0	32-1
24—Sudbury.....	34-0	38-0	18-6	27-5	25-8	16-7	.....	25-6	21-9	18-8	30-9
25—Toronto.....	32-9	39-4	18-2	27-1	23-5	16-1	20-0	25-1	20-4	16-9	27-6
26—Windsor.....	35-2	39-4	19-0	28-1	25-8	16-6	21-4	23-4	.....	17-6	33-0
Manitoba—											
27—Winnipeg.....	35-5	40-9	17-3	28-5	25-0	16-9	22-4	27-4	22-0	19-2	36-9
Saskatchewan—											
28—Regina.....	36-1	40-7	16-8	30-6	25-0	18-1	24-3	30-8	22-7	21-4	34-8
29—Saskatoon.....	34-8	40-8	14-8	28-1	24-8	18-4	23-6	30-2	23-4	21-2	38-7
Alberta—											
30—Calgary.....	33-8	40-4	15-4	29-5	24-8	17-3	25-6	31-5	21-8	23-1	33-6
31—Edmonton.....	35-3	41-5	15-5	30-1	24-3	18-0	23-7	30-9	22-6	22-3	35-7
British Columbia—											
32—Prince Rupert.....	37-4	40-4	16-3	31-7	26-4	19-8	24-2	33-2	m 20-5	m 20-3	37-5
33—Trail.....	35-8	39-1	17-6	32-2	.....	19-9	25-9	32-8	m 21-0	m 21-6	35-4
34—Vancouver.....	36-2	40-0	17-1	27-4	23-9	16-8	22-8	29-7	m 19-6	m 18-4	32-4
35—Victoria.....	36-1	39-6	18-2	28-3	23-0	17-1	21-1	30-0	m 19-2	m 18-1	29-4

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including

FOODS AND COAL BY CITIES, APRIL, 1953

Bureau of Statistics

Locality	Banana, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—									
1—St. John's.....		56.7	12.2	33.9	26.3	61.6	124.6		23.04
P.E.I.—					n				
2—Charlottetown.....	23.7	30.3	11.2	27.0	26.9	46.5	115.5		17.50
Nova Scotia—									
3—Halifax.....	21.3	37.5	10.5	28.2	24.3	46.1	112.4		19.44
4—Sydney.....	25.5	35.8	10.1	29.9	26.3	46.5	117.9		13.60
New Brunswick—					n				
5—Moncton.....	21.9	37.0	11.1	27.9	25.6	46.1	109.2		18.75
6—Saint John.....	21.7	33.8	11.0	27.4	26.8	47.6	113.8		20.66
Quebec—					n		v		
7—Chicoutimi.....	18.5	40.5	13.1	28.0	28.0	55.5	112.3	29.50	
8—Hull.....	18.9	36.0	11.5	26.8	24.5	52.3	110.9	28.50	
9—Montreal.....	17.9	33.2	11.2	28.9	25.2	53.6	107.2	29.36	
10—Quebec.....	17.8	33.3	11.6	27.5	25.8	55.1	110.1	28.88	
11—Sherbrooke.....	17.9	35.3	10.8	29.1	24.7	54.2	108.6	28.25	
12—Sorel.....	17.6	39.7	12.4	26.7	22.8	52.6	109.0	26.75	
13—Three Rivers.....	18.3	34.9	10.3	28.1	24.9	54.0	110.2	27.80	
Ontario—					n				
14—Brantford.....	18.7	45.0	10.1	28.9	23.4	51.8	101.9	27.50	
15—Cornwall.....	19.1	36.7	11.1	27.2	23.7	52.3	107.8	29.75	
16—Fort William.....	20.3	58.0	11.8	25.6	24.9	51.1	104.4	26.32	
17—Hamilton.....	19.2	41.3	10.1	29.3	23.2	53.6	104.2	26.56	
18—Kirkland Lake.....	19.5	48.2	12.6	28.8	27.0	55.2	99.8	33.38	
19—London.....	19.1	40.8	9.4	28.1	22.5	49.5	103.8	26.75	
20—North Bay.....	20.3	42.0	10.2		23.0	53.7	114.0	29.75	
21—Oshawa.....	19.3	36.0	9.2	27.0	22.8	54.7	102.2	27.75	
22—Ottawa.....	19.0	38.1	11.5	28.4	25.1	52.6	104.8	28.50	
23—Sault Ste. Marie.....	19.7	47.7	10.6	29.2	23.9	54.9	104.0	25.50	
24—Sudbury.....	19.3	40.7	12.1	26.0	24.4	52.5	101.4	29.29	
25—Toronto.....	18.9	40.5	9.5	27.8	24.1	51.6	101.6	25.12	
26—Windsor.....	19.1	38.4	9.4	30.0	25.0	52.0	105.0	26.00	
Manitoba—					n				
27—Winnipeg.....	19.7	41.8	12.2	28.0	26.8	47.5	100.4		20.95
Saskatchewan—									
28—Regina.....	22.4	43.2	12.9	26.4	27.6	49.1	103.4		18.30
29—Saskatoon.....	22.3	49.9	14.1	29.5	27.0	46.5	98.0		17.71
Alberta—					n				
30—Calgary.....	23.6	46.0	12.6	27.5	25.4	48.6	99.8		
31—Edmonton.....	23.2	49.9	13.4	29.3	25.2	49.8	104.3		8.25
British Columbia—									
32—Prince Rupert.....	25.1	63.0	11.0	27.3	26.4	50.6	100.3		22.90
33—Trail.....	25.3	50.0	12.1	27.1	26.4	50.5	98.7		19.75
34—Vancouver.....	20.3	53.9	10.4	25.6	23.6	47.5	96.8		20.56
35—Victoria.....	21.1	51.6	11.9	27.2	24.3	46.5	101.8		22.25

cuts with bone in. (b) Including cuts with hook-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 17.0c per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5. INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living, Federal Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Description of Index:	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 1949=1000	1st Quarter 1949=1000
	Localities		Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
922	(a) 74.9	(b) 71.6		(c) 183	(A) 185				(c) 164		110.1	(d) 719	(d) 719
926	75.9	75.6		(c) 172	(A) 176				(e) 162	125	106.3	(f) 763	763
929	75.8	73.3		(c) 164	(A) 175				(e) 161	118	106.6	1150	758
933	58.8	55.3		(c) 140	(A) 151				(e) 131	99	93.2		600
939	63.2	59.4	100.0	(c) 158	(h) 178	(m) 108		107.5	(e) 138	(k) 103	99.9	1029	748
940	65.7	59.4	100.7	(c) 184	(h) 205	(m) 129		122.5	(e) 151	113	103.4	1051	782
941	69.6	62.9	104.4	(c) 199	(h) 226	(m) 150		141.7	(e) 174	138	108.2	1111	810
944	74.6	75.2	130.1	(c) 201	(h) 295	(m) 285		158.2	(e) 207	279	128.8	1270	872
945	75.0	76.9	213.5	(c) 203	(h) 2 5	(m) 303		157.5	(e) 209	293	132.2	1270	884
946	77.5	83.4	266.7	(c) 203	(h) 291	(m) 645		160.3	(e) 208	287	134.1	1278	891
947	84.8	95.5	300.3	(c) 203	(h) 291	(m) 1030	4575	162.1	(e) 217	279	130.7	1309	919
948	97.0	102.8	318.9	(c) 108	(i) 99	(m) 1632	4847	172.4	(e) 224	281	147.8	1392	992
949	100.0	101.8	336.0	(c) 111	(i) 100	(m) 1818	4915	175.9	(e) 224	278	153.2	1392	1009
950	102.9	102.8	356.2	(c) 114	(i) 101	(m) 1945	4849	177.7	(e) 222	293	159.7	1392	1066
951	113.7	111.0	401.0	(c) 124	(i) 109	130.1	5330	207.5	159.1	319	171.0	1392	1183
952	116.5	113.5	448.8	(c) 126	(i) 118	145.4	5546	223.0	171.0	326	183.8	2366	1253
March	116.9	112.4	448.8	100.6		145.4	5546	223.0	171.0	326	183.8	2366	1253
April	116.8	112.9	451.3	102.2		146.6	5475	220.3	170.8	325	182.9		
May	115.9	113.0	457.8	102.2	115	143.5	5501	223.1	170.1	322	183.5	2488	1270
June	116.0	113.4	463.9	103.9		144.5	5522	225.1	171.3	321	185.1		
July	116.1	114.1	464.8	103.8		144.8	5572	225.2	171.3	320	184.4		
August	116.0	114.3	466.6	103.2	122	142.8	5575	225.2	171.3	317	185.3	2524	1284
September	116.1	114.1	464.1	103.0		145.7	5615	224.9	171.6	298	184.3		
October	116.0	114.2		103.9		144.4	5626	224.3	171.1	298	184.3		
November	116.1	114.3		103.8	123	144.4	5633	224.2	171.2	298	184.3		
December	115.8	114.1		104.5		145.4	5612	224.3	171.0	298	184.3	2530	1294
953—January	115.7	113.9		104.4		145.4	5612	224.3	169.9	298	184.3		
February	115.5	113.4		104.7		146.0	5603		169.5	298	184.3		
March	114.8	113.6				145.2				298	184.3		
April	114.6									298	184.3		

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-48 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) 1947 average is for first half of year. (k) Series on June, 1947 base. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA
(1935—1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Mar. 1952	Feb. 1953	Mar. 1953
All Commodities										
Classified According to Chief Component Material										
I. Vegetable Products	83.4	166.0	124.6	87.4	99.2	240.2	226.0	230.7	220.9	221.9
II. Animals and Their Products	79.8	175.6	125.7	81.4	89.1	218.6	210.3	218.1	200.9	201.5
III. Fibres, Textiles and Textile Products	94.4	169.3	145.2	79.1	100.6	297.7	248.2	259.1	239.0	238.7
IV. Wood, Wood Products and Paper	81.6	220.4	120.1	97.8	98.9	295.9	251.5	255.7	241.1	241.6
V. Iron and Its Products	72.3	123.7	130.3	87.2	107.5	295.5	291.0	291.9	289.7	290.9
VI. Non-Ferrous Metals and Their Products	72.3	163.5	98.2	89.5	104.8	208.7	219.0	218.2	221.4	221.4
VII. Non-Metallic Minerals and Their Products	133.7	183.0	134.6	87.5	100.0	180.6	172.9	178.2	168.5	174.7
VIII. Chemicals and Allied Products	60.7	96.6	109.0	99.1	99.7	169.8	173.9	174.4	174.9	175.2
	79.8	149.5	120.2	102.4	100.3	187.3	180.1	184.7	176.7	176.5
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85.1	154.4	126.1	79.3	94.9	237.9	218.7	225.2	207.9	209.8
II. All Manufactured (fully or chiefly)	86.2	169.8	123.7	93.3	101.9	242.4	230.7	234.5	228.8	229.2
*General Building Materials	76.2	125.9	112.6	89.1	102.0	289.8	287.5	288.2	(r) 287.0	287.6
Residential Building Materials	.....	.....	112.4	89.0	102.3	286.2	284.8	286.8	282.3	283.4
Canadian Farm Products Total	.....	.....	140.8	69.3	92.6	268.6	247.2	256.7	222.6	220.8
Field	.....	.....	137.2	69.3	83.7	290.4	216.0	230.1	182.1	177.3
Animal	.....	.....	144.4	69.2	101.5	336.9	277.5	283.3	263.1	264.3

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926 = 100.
The indexes for 1953 are subject to revision.
(r) Revised.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
Cumulative totals.....	52		11,898		116,965	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
Cumulative totals.....	63		29,063		362,733	0.11

* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to April, 1953				
MANUFACTURING— <i>Animal Foods—</i> Packinghouse workers, Stratford, Ont.	1	39	860	Commenced March 6; for a new agreement providing for increased wages and reduced hours from 41 to 40 per week with guaranteed 36-hour week following reference to conciliation board; untermi- nated.
<i>Textiles, Clothing, etc.—</i> Clothing and hosiery factory workers, Montreal, P.Q.	2	290	5,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; partial return of workers; untermi- nated.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of concilia- tion board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; untermi- nated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	96	1,930	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; untermi- nated.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Fort William, Ont.	1	9	50	Commenced December 17, 1952; for a new agreement providing for increased wages retroactive to April 1, 1952; terminated April 23; reference to Labour Relations Board; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Miscellaneous—</i> Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	5,500	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; untermi- nated.
SERVICE— <i>Business and Personal—</i> Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; untermi- nated.
Strikes and Lockouts Commencing During April, 1953				
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	596	4,250	Commenced April 22; for new agree- ments providing for increased wages, reduced hours from 44 to 40 per week and other changes follow- ing reference to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During April, 1953—Continued				
<i>Rubber and Its Products—</i> Rubber factory workers, Kitchener, Ont.	1	⁽³⁾ 74	200	Commenced April 22; protesting new time standards for revised conditions; terminated April 25; return of workers pending settlement; indefinite.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Hamilton, Ont.	1	900	900	Commenced April 2; protesting dismissal of five workers and proposed elimination of certain jobs; terminated April 2; return of workers pending negotiations; indefinite.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	71	780	Commenced April 16; for a new agreement providing for increased wages following reference to conciliation board; untermintated.
<i>Metal Products—</i> Lighting fixtures factory workers, Toronto, Ont.	1	89	1,300	Commenced April 6; protest against revision of lunch and rest periods in paint shop to permit continuous production in new agreement under negotiations; terminated April 24; return of workers and replacement pending conciliation; indefinite.
Household appliances factory workers, Guelph, Ont.	1	198	3,500	Commenced April 7; for a greater increase in wages than recommended by conciliation board and other changes in new agreement under negotiations; untermintated.
Wire drawers, Hamilton, Ont.	1	⁽⁴⁾ 60	60	Commenced April 13; protesting new incentive bonus on new machines; terminated April 14; return of workers pending settlement; indefinite.
Die casting factory workers, Hamilton, Ont.	1	130	325	Commenced April 14; protesting suspension of two workers for infraction of company rules; terminated April 16; return of workers pending settlement; indefinite.
Die casting factory workers, Wallaceburg, Ont.	1	63	440	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952 and other changes following reference to conciliation board; untermintated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory workers, Elmira, Ont.	1	⁽⁵⁾ 128	1,280	Commenced April 20; for a union agreement providing for increased wages and other changes following reference to conciliation board; untermintated.
CONSTRUCTION— <i>Miscellaneous—</i> Pipe line installers, Kamloops, B.C.	1	220	200	Commenced April 22; for reinstatement of a dismissed foreman; terminated April 23; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During April, 1953—Concluded				
TRANSPORTATION— <i>Electric Railways and Local Bus Lines—</i> Bus drivers and garagemen, Hull, P.Q.	1	66	350	Commenced April 15; for implement- ation of award of conciliation board for wage increase retroactive to Sept. 1, 1952, instead of Jan. 1, 1953, in new agreement under negoti- ations; terminated April 20; ne- gotiations; compromise, retroactive to Nov. 1, 1952.
TRADE— Variety store clerks, Weyburn, Sask.	1	10	155	Commenced April 11; for a union agreement providing for increased wages; untermiated.
SERVICE— <i>Business and Personal—</i> Garage workers, Fort William and Port Arthur, Ont.	7	185	740	Commenced April 27; for a new agreement providing for increased wages retroactive to Mar. 1 in- stead of Apr. 9 and reduced hours from 46½ to 44 per week following reference to conciliation board; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases in-
complete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date
of termination is the last day on which time was lost to an appreciable extent.

(3) 196 indirectly affected; (4) 15 indirectly affected; (5) 60 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1952

	Agri- culture	Logging	Fishing and Trap- ping	Mining and Quarry- ing	Manu- facturing	Con- struction	Electri- city, Gas and Water, Produce, tion and Supply	Transporta- tion Storage and Com- muni- cations	Trade	Finance	Service	Unclas- sified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,077
1929.....	156	235	54	234	250	298	40	326	58	.....	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	43	.....	83	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	.....	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	.....	63	.....	808
1934.....	151	114	47	144	103	114	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	.....	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	.....	86	.....	1,071
1937.....	156	149	52	201	157	170	23	227	46	.....	65	2	1,247
1938.....	162	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	.....	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	.....	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	.....	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	.....	79	.....	1,465
1944.....	109	137	34	159	271	100	17	292	53	.....	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	.....	99	.....	1,378
1947.....	117	132	30	190	265	170	40	289	57	.....	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	.....	106	1	1,387
1949.....	118	145	33	203	250	152	42	257	44	.....	133	6	1,385
1950.....	60	173	247	160	247	160	62	199	54	.....	120	.....	1,277
1951.....	102	181	21	191	232	215	31	243	53	.....	141	.....	1,415
1952 (1).....	102	174	21	209	231	245	43	250	47	.....	105	.....	1,438

(1) Preliminary figures.

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952,
BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools.....													1
Machinery.....		1											
Belts, pulleys, chains, lines, etc.....													
Working materials.....													
Nails and spikes.....													
Buildings and structures (including parts of these such as doors, windows, etc.).....						1							1
Working surfaces.....								1					1
Miscellaneous.....													
Total.....		1				1		1					3
Struck by:													
Tools.....		1			1	2		1					5
Machinery.....	1			1	3	2	1	1					9
Belts, pulleys, chains, lines, etc.....		6		4	1	1		4			1		17
Cranes, derricks, other hoisting or conveying apparatus.....		1		4	1	7		3			1		17
Automobiles or trucks.....	2	1		4	7	10		5	3	1	9		42
Tractors, loadmobiles, etc.....	3	3			1	7		1			1		16
Mine or quarry cars.....				6									6
Trains or other railway vehicles.....					2	1		29					32
Streetcars.....													
Other motor-driven transportation vehicles, N.E.S.....													
Man-powered vehicles and craft.....					1								3
Objects thrown or kicked back by tools.....	1				1			1					3
Objects thrown or kicked back by machinery.....				2	11	1							14
Objects being hoisted or conveyed.....		9		1	6	5		6					27
Objects falling or flying in mines and quarries.....				41		5							46
Materials being handled by fellow worker.....					1	4							5
Materials being handled by victim.....		8			6	1		6	1				22
Materials falling from stockpiles.....	3	3			6	1							13
Another person (other than acts of violence).....					1								1
Animals.....	13	4			1								18
Falling trees or limbs.....	5	62				2	1						70
Landslides or cave-ins.....		3		4	1	17						1	26
Miscellaneous.....						1						1	2
Total.....	28	101		67	50	67	2	57	4	1	14		391
Caught In, On or Between:													
Machinery.....	3	1		2	13	2			2				23
Belts, pulleys, chains, lines, etc.....	3	1		1	2	1							8
Elevators, hoisting and conveying apparatus.....		1		6	4	2		1			1		15
Buildings and structures (including parts of these such as doors, windows, etc.).....					2	1							3
Automobiles and trucks.....		1			2	4		1	3		1		12
Tractors, loadmobiles, etc.....	1	1			2	3		1					8
Mine and quarry cars.....				7		1							8
Trains and other railway vehicles.....						1		8					9
Streetcars.....													
Miscellaneous transportation vehicles and craft.....													
Materials in use or stored in plant.....				1	2	1		1					5
Objects in water (e.g., logs, caught between boat and wharf).....		1				1							2
Miscellaneous.....						1							
Total.....	7	6		17	27	17		12	5		2		93
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between:													
Involving steam railways.....				2		2		39					43
Involving street railways.....													
Involving automobiles and trucks.....	7	2		5	26	27	3	37	20		15		142
Involving tractors, loadmobiles, etc.....	37	1		1	2	8			1		1		51
Involving mine and quarry cars.....				1									1
Involving water craft.....		21	12	3		1		19	1		7		64
Involving aircraft.....		1			1			11	1		13		29
Involving other transport agencies.....	1												1
Involving elevators and other hoisting and conveying apparatus.....						2					1		3
Involving miscellaneous agencies.....	2				2								4
Total.....	47	25	12	12	31	42	3	106	23		37		338
Falls and Slips													
(a) falls on same level													
Due to rough ground or floor surfaces.....													4
Due to collapse of resistance.....	1					3							4
Due to tripping over or stepping on object.....						2							2

**TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952,
BY INDUSTRIES AND CAUSES—(Concluded)**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips (a) falls on same level—concluded													
Due to slippery surfaces.....	1					1							2
Due to slipping while handling materials.....						2							2
Due to slipping while operating machines.....						1							1
Due to physical condition of workman.....													
Due to vehicles in motion (other than struck by, collision, etc.).....	4			1		1		4	2				12
Miscellaneous.....							1						1
Sub Total.....	6			1	5	5	1	4	2				24
(b) falls to different levels													
From ladders or stairs.....				2	6	3	1	1			7		20
From scaffolds and stagings.....				1	2	27		2					32
From platforms, ramps and stationary vehicles.....		1		2	6	1	1	4					15
From buildings, roofs and towers.....	1				10	13					3		27
From bridges, trestles and catwalks.....						4		1					5
From poles, trees, logs and stumps.....	1	2		1		1	3	1			1		10
From stockpiles.....													
From moving railway vehicles.....					1			5					6
From other moving transportation vehicles.....	1	1	1		1	1			2				7
Into holds of vessels.....		1	1		1			3					6
Into shafts, pits, excavations, etc.....				8	1	8			1				19
Into rivers, lakes, sea or harbours.....	2	19	5	2	11	12	3	15			9		78
Into storage bunkers.....					5	1							6
Into tanks, vats or kilns.....					2	2							4
Miscellaneous falls to different level.....	1					1		1					3
Sub Total.....	6	24	7	16	46	74	8	34	3		20		238
Total.....	12	24	7	17	51	79	9	38	5		20		262
Conflagrations, Temperature Extremes and Explosions													
Conflagrations.....		4		1	10	10		2			3		30
Exposure to welding flashes.....					1								1
Exposure to cold or cold substances.....			1										1
Exposure to steam or other hot vapours.....					1								1
Exposure to hot liquids or molten metal.....					3								3
Exposure to heat or hot substances, N.E.S.....				1	1								2
Explosions—blasting accidents.....	4	2		7	1	5					4		22
Explosions of coal and/or dust.....				26				7					33
Air blasts (bumps) in mines.....				2									2
Explosions of steam pressure apparatus.....													
Explosions of liquid air, gas pressure apparatus and containers.....					1	1	1		3				6
Explosions of gasoline and/or oil.....	1	1		1	3	2							8
Explosions of chemicals.....					4	1							5
Ammunition and firearms (accidental).....			1										1
Other explosions.....													
Total.....	5	7	2	39	24	18	1	9	3		7		115
Inhalation, Absorptions, Ingestion (asphyxiation, poisoning, etc.)													
Exposure to acids, alkalis and similar chemicals.....				1									1
Exposure to poisonous gasses.....				3	3	4			2		3		15
Exposure to dust.....				41	19	1							61
Exposure to poisonous vegetation.....													
Exposure to miscellaneous poisonous agencies.....				1									1
Total.....				46	22	5			2		3		78
Contact with Electric Current													
Lightning accidents.....	1												1
Exposure to or contact with electricity.....	2	3		2	9	9	27	7			1		60
Total.....	3	3		2	9	9	27	7			1		61
Over-exertion and Industrial Diseases													
Over-exertion resulting in strains, hernia, etc.....		7		6	14	6	1	18	5		15		72
Industrial diseases.....				2	2	1					5		10
Total.....		7		8	16	7	1	18	5		20		82
Miscellaneous Accident Types													
Violence.....					1			2			1		4
Bites, stings, etc., by animals, reptiles, and insects.....													
Miscellaneous.....				1									1
Total.....				1	1			2			1		5
Grand Total.....	102	174	21	209	231	245	43	250	47	1	105		1,428

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES ⁽¹⁾

Industry	1952 ⁽²⁾													1951 ⁽²⁾												
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total		
AGRICULTURE	2	1	2	2	6	52	12	13	14	2	2	102	1	1	7	8	18	38	10	13	12	3	76	102		
LOGGING	2	2	2	4	48	35	1	1	6	75	1	174	3	1	5	1	42	42	6	6	6	1	76	181		
FISHING AND TRAPPING	2	2	2	2	2	2	1	1	1	1	1	21	1	1	1	1	1	2	1	1	1	1	1	21		
MINING AND QUARRYING	4	4	43	1	28	55	8	7	22	41	209	6	6	14	2	32	58	6	1	34	27	1	38	191		
METALLIFEROUS MINING	3	2	2	20	54	5	1	1	1	34	119	5	5	14	2	17	56	3	1	37	1	1	38	108		
Coal mining	1	40	1	1	8	1	3	6	13	1	36	1	1	14	2	15	2	2	3	1	18	10	45	45		
Non-metallic mineral mining and quarrying, n.e.s.	1	1	1	1	1	1	1	1	1	1	34	1	1	1	1	15	2	2	3	1	16	1	38	38		
MANUFACTURING	5	6	6	5	98	103	6	5	10	32	231	2	2	10	5	102	5	3	9	38	1	5	232	232		
Food and beverages	1	2	5	7	2	1	1	1	1	1	17	1	1	1	1	6	9	2	1	1	1	1	5	24		
Tobacco and tobacco products	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Rubber products	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Leather products	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Textile products (except clothing)	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Clothing (textile and fur)	2	1	1	2	14	14	4	1	17	1	54	1	1	4	1	15	18	1	1	2	19	1	3	61		
Wood products	3	1	1	1	16	5	1	1	3	3	28	1	1	1	1	1	3	3	1	1	2	4	1	18		
Paper products	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Printing publishing and allied trades	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Iron and steel products	3	3	3	11	30	3	3	2	3	2	52	1	1	4	2	6	34	1	2	1	2	8	46	46		
Transportation equipment	1	1	1	1	9	11	1	1	4	5	29	1	1	1	1	2	7	16	1	1	1	1	1	36		
Non-ferrous metal products	1	1	1	1	1	1	1	1	1	1	4	1	1	1	1	6	4	1	2	1	1	1	1	11		
Electrical apparatus and supplies	1	1	1	1	1	1	1	1	1	1	6	1	1	1	1	1	2	2	1	1	1	1	1	3		
Non-metallic mineral products	1	1	1	1	1	1	1	1	1	1	18	1	1	1	1	4	4	7	3	1	2	1	1	5		
Chemical products	1	1	1	1	3	6	1	1	1	1	9	1	1	1	1	1	1	1	1	1	1	1	1	3		
Miscellaneous manufacturing industries	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
CONSTRUCTION	5	1	6	5	67	81	9	6	19	45	1	245	3	1	1	10	58	63	9	5	20	45	1	215		
Buildings and structures	1	1	3	3	32	36	5	3	3	7	90	1	1	1	1	6	29	20	2	2	6	21	85	85		
Highway and bridge	1	1	2	4	4	18	3	8	8	8	48	1	1	1	1	3	5	25	2	5	11	20	1	42		
Miscellaneous	3	1	1	1	31	27	1	3	8	30	1	107	3	1	1	24	18	5	5	11	20	1	88	88		
ELECTRICITY, GAS AND WATER PRODUCTION AND SUPPLY	1	1	1	1	1	1	2	2	3	3	3	43	1	1	1	4	2	19	1	3	2	3	31	31		
TRANSPORTATION, STORAGE AND COMMUNICATIONS	2	1	5	11	7	80	15	7	18	39	1	250	4	1	9	9	51	82	17	7	13	49	2	243		
Steam railways	1	1	7	26	37	3	4	10	18	1	106	1	1	1	1	19	47	8	2	8	21	1	111	111		
Street and electric railways	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Water transportation	2	3	3	1	21	9	3	1	16	16	55	1	1	2	2	6	8	7	1	1	7	7	31	31		
Air transportation	1	1	1	1	20	19	5	1	5	2	1	56	2	1	2	2	16	20	8	2	4	11	2	22		
Local and highway transportation	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Storage	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Telegraphs and telephones	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Express	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
TRADE	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Wholesale	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Retail	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
FINANCE	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
SERVICE	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Public administration	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Recreational	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Laundry, dyeing and cleaning	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Personal, domestic and business	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
TOTAL	22	4	67	29	332	451	64	54	102	270	3	1,428	20	50	43	314	453	61	36	112	290	5	1,415	1,415		

⁽¹⁾ Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.
⁽²⁾ Preliminary figures. ⁽³⁾ Revised figures for 1951.
For quarterly reports of accidents see the *Labour Gazette* for July and October 1952, and January and May 1953.

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1952, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1952 (1)	Per Cent of Total	Total, 1951 (2)	Per Cent of Total	No. Employed (Thousands)
AGRICULTURE.....	6	4	5	7	16	8	4	13	13	16	7	3	102	7.1	102	7.2	7,287.0 (3)
LOGGING.....	20	17	12	6	25	7	9	14	15	21	14	14	174	12.2	181	12.8	12,819.8 (3)
FISHING AND TRAPPING.....	1	1	1	1	1	1	1	1	1	1	1	1	1	0.1	1	0.1	1
MINING AND QUARRYING.....	35	14	15	15	20	19	28	13	15	10	5	5	21	1.5	21	1.5	65.2 (3)
Metalliferous mining.....	9	8	9	11	18	13	19	13	15	10	4	19	209	14.6	191	13.5	128.0 (3)
Coal mining.....	23	5	6	4	1	1	9	0	10	8	1	10	119	8.3	108	7.6	75.1
Non-metallic mineral mining and quarrying, n.e.s.....	3	1	3	3	3	5	1	3	4	2	3	4	56	3.9	45	3.2	22.6
MANUFACTURING.....	12	30	11	25	27	17	14	28	15	12	13	27	231	16.2	232	16.4	1,247.5 (3)
Food and beverages.....	1	.....	.....	1	4	.....	1	2	3	2	1	2	17	1.2	24	1.7	108.3
Tobacco and tobacco products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9.8
Rubber products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.1	.....	0.1	23.0
Leather products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.1	.....	0.1	31.8
Textile products (except clothing).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.2	.....	0.2	81.0
Clothing (textile and fur).....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.2	.....	0.2	110.4
Wood products.....	4	5	3	8	5	3	6	4	4	3	1	8	54	3.8	61	4.3	130.2
Paper products.....	1	1	1	1	1	1	1	5	3	1	2	3	26	2.0	18	1.3	82.4
Printing publishing and allied trades.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.3	.....	0.3	67.0
Iron and steel products.....	4	13	5	7	4	6	1	4	1	1	1	3	52	3.6	46	3.2	182.7
Non-ferrous metal products.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.2	.....	0.2	122.4
Electrical apparatus and supplies.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.3	.....	0.3	59.9
Non-metallic mineral products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.4	.....	0.4	60.9
Chemical products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1.3	.....	1.3	31.5
Miscellaneous manufacturing industries.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.6	.....	0.6	59.7
CONSTRUCTION.....	17	15	13	19	20	16	22	39	19	26	26	13	245	17.2	215	15.2	458.1 (3)
Buildings and structures.....	11	4	5	7	5	6	4	15	6	9	8	10	90	6.3	85	6.0	.....
Highway and bridge.....	2	2	2	5	6	2	4	5	3	5	10	2	43	3.4	42	3.0	.....
Miscellaneous.....	4	9	6	7	9	8	14	19	10	12	5	1	107	7.5	88	6.2	.....
ELECTRICITY, GAS AND WATER PRODUCTION AND SUPPLY.....	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
TRANSPORTATION, STORAGE AND COMMUNICATIONS.....	30	21	11	12	20	28	18	18	20	2	25	2	250	17.5	243	17.2	32.9 (7)
Steam railways.....	19	11	7	8	5	11	3	5	4	12	10	11	106	7.4	111	7.8	204.0 (3)
Street and electric railways.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.1	.....	0.1	21.1 (3)
Water transportation.....	3	1	1	2	12	7	3	2	4	1	7	9	55	3.9	31	2.2	20.1 (3)
Air transportation.....	1	1	1	2	12	7	3	2	4	1	1	1	10	0.7	22	1.6	7.4 (3)
Local and highway transportation.....	6	8	2	1	2	5	10	6	4	4	5	3	56	3.9	61	4.3	27.0 (7)
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.5	.....	0.5	4.2 (7)
Telegraphs and telephones.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.7	.....	0.7	55.0 (3)
Express.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.2	.....	0.2	9.6 (3)
TRADE.....	2	4	1	6	5	1	8	5	5	2	5	4	47	3.3	53	3.7	709.8 (3)
Wholesale.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1.7	.....	1.7	1,319.3
Retail.....	2	1	3	3	2	1	5	2	3	2	4	2	23	1.6	35	2.4	514.5
FINANCE.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
SERVICE.....	5	10	4	7	14	12	7	7	14	4	9	5	105	7.3	141	10.0	1,077.5 (3)
Public administration.....	4	9	4	5	11	11	10	7	14	3	5	3	86	6.0	116	8.2	676.0
Recreational.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.1	.....	0.1	28.7
Laundry, dyeing and cleaning.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.4	.....	0.4	33.8
Personal, domestic and business.....	1	1	1	1	3	3	2	.....	.....	.....	.....	.....	.....	1.2	.....	1.2	339.0
TOTAL	133	118	73	103	150	118	128	142	119	116	115	113	1,428	100.0	1,415	100.0	.....

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1951. (4) Fishermen only. Industry and Merchandising Division D.B.S. 1951. (5) Industry and Merchandising Division D.B.S. 1951. (6) General Assignments Division D.B.S. 1950. (7) Transportation Division D.B.S. 1951.

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Provinces	Medical ⁽¹⁾ Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1948					
Nova Scotia.....	7,952	9,039	474	54	17,519
New Brunswick.....	6,351	8,512	223	29	15,115
Quebec.....					93,028
Ontario.....	109,904	49,390	2,199	240	161,733
Manitoba.....	10,019	6,414	320	30	16,783
Saskatchewan.....	5,082	5,386	142	17	10,627
Alberta.....	15,374	12,580	522	101	28,557
British Columbia.....	41,311	31,209	1,261	223	74,004
Total.....					417,396
1949					
Prince Edward Island ⁽²⁾	103	113	3		219
Nova Scotia.....	8,483	8,032	491	49	17,055
New Brunswick.....	6,426	7,130	220	18	13,794
Quebec.....					85,040
Ontario.....	117,239	47,400	1,740	283	166,632
Manitoba.....	10,654	6,132	308	31	17,125
Saskatchewan.....	5,504	5,204	103	10	10,830
Alberta.....	18,213	13,423	645	115	32,396
British Columbia.....	40,609	27,049	1,416	178	69,252
Total.....					412,343
1950					
Prince Edward Island.....	320	363	3		686
Nova Scotia.....	8,542	7,591	506	58	16,697
New Brunswick.....	5,936	8,828	231	28	15,023
Quebec.....					86,246
Ontario.....	118,001	43,820	1,677	225	163,723
Manitoba.....	10,516	5,652	316	29	16,513
Saskatchewan.....	5,610	5,691	114	26	11,441
Alberta.....	18,836	13,804	577	120	33,337
British Columbia.....	43,992	25,852	1,498	162	71,504
Total.....					415,170
1951					
Newfoundland.....	3,425	2,725	67	11	6,228
Prince Edward Island.....	411	439	10		860
Nova Scotia.....	9,545	7,503	482	43	17,573
New Brunswick.....	5,710	9,234	206	27	15,177
Quebec.....					95,930
Ontario.....	129,486	45,010	1,775	292	176,563
Manitoba.....	11,249	5,577	349	37	17,212
Saskatchewan.....	6,711	6,812	135	18	13,676
Alberta.....	20,312	14,754	636	102	35,804
British Columbia.....	40,268	26,023	1,513	184	67,988
Total.....					447,011
1952 ⁽³⁾					
Newfoundland ⁽⁴⁾	4,836	3,850	60	20	8,766
Prince Edward Island.....	384	369	7	1	761
Nova Scotia.....	9,511	7,070	115	63	16,759
New Brunswick.....					15,674
Quebec.....					97,177
Ontario.....	137,938	54,802	2,157	309	195,206
Manitoba.....	11,526	5,714	357	38	17,635
Saskatchewan.....	7,764	8,338	204	44	16,350
Alberta.....	23,000	15,698	730	92	39,520
British Columbia.....	42,855	25,551	1,391	240	70,037
Total.....					477,885

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) For the period July 1 to December 31, 1949.

(3) Preliminary figures.

(4) For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952).

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952).

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour

(for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

The Story of Five LMPCs.

Partners in Production No. 2.

Teamwork in Action.

A Stitch in Time.

Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

Joint Consultation in Service Industries.

Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

(semi-monthly) FREE.

Apprenticeship in Canada

PRICE: 15 cents.

Vocational Education in Canada—

PRICE: 15 cents.

Bulletins of Industrial Relations Series—

PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

Occupational Monographs—

FREE.

Bricklayers and Stone Masons.

Careers in Natural Science and Engineering.

Carpenter.

Electrician.

Forge Shop Occupations.

Foundry Workers.

Lawyer.

Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The regular labour market analyses conducted by the Department of Labour in the postwar years indicate that the percentage ranges mentioned are usually symptomatic of the differing labour market situations designated in the above categories.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented

by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets. The behaviour of workers and employers in this market differs in a great many respects from that of sellers and buyers in other markets. Workers are often influenced by other than purely monetary considerations. The hiring and wage policies of employers differ significantly from their practices with respect to other purchases. Flexibility of prices characteristic of many other markets is not at all common in the case of most wage rates.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 801 and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapsal, Chandler, Gaspé, Matane and New Richmond; Trois Rivières includes Trois Rivières and Louiseville; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 115 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.



But will you? We'll all agree that when you're raising a family, it's the hardest thing in the world to save money.

Most of us promise ourselves that next month, or next year things will be different—but the months and years go by and we never seem to be able to get started.

A simple method which by all its attractive features encourages you to make small, but regular contributions, has answered the same problem in the lives of thousands of others.

This method is a **CANADIAN GOVERNMENT ANNUITY**.

MILTON F. GREGG, *Minister*

A. H. BROWN, *Deputy Minister*

Canadian Government
ANNUITIES
Provide for Old Age

Mail this Coupon today **POSTAGE FREE**

Annuities Branch,
 Department of Labour, Ottawa.

10D

Please send me **COMPLETE INFORMATION** about Canadian Government Annuities.

NAME _____
 (PRINT CLEARLY)

ADDRESS _____